BENGAL SECRETARIAT LIBRARY

SPECIAL APPENDIX

TO THE

REPORT OF THE COMMISSIONER

FOR THE

REVISION OF CIVIL SALARIES AND ESTABLISHMENTS

THROUGHOUT INDIA.

Containing the observations of the Subordinate Governments and other Authorities on the proposals of the Commissioner as submitted to them.

CALCUTTA:

JOHN GRAY, "BENGAL HURKARU" PRESS.

1858.

IX
165

TABLE OF CONTENTS.

		Pages of Appendix.
1.	Sudder Courts and their Registrars in all the Presidencies	1 to 24 and 699 to 728
2.	Officers of Account in all the Presidencies... ...	7 to 12, 25 to 34 and 729 to 906
3.	Officers of Customs in all the Presidencies ...	35 to 44, 213 to 216 and 907 to 996
4.	Secretaries to the Government of India in the Civil departments	45 to 68
5.	Secretaries to the Governments of Bengal and the N. W. Provinces	3, 69 to 114 and 997 to 1022
6	Office establishments of the Secretaries to the Governments of Bengal and the N. W. Provinces	
7.	Secretariat of Madras	115 to 130 and 1023 to 1060
8.	Secretaries to the Government of Bombay ...	131 to 138 and 1061 to 1112
9.	Ministerial establishments of the Bombay Secretariat	
10.	Boards of Revenue, Agra and Calcutta	139 to 198, 207 to 210, 699 and 700
11.	Secretaries to the Boards of Revenue at Agra and Calcutta	
12.	Relative expenses of a residence at Calcutta and at Agra	205 and 206
13.	Commissioners of Revenue and Police in Bengal, the N. W. Provinces, and the Punjab	211 to 226
14.	Board of Revenue and Commissioners of Revenue, Madras	227 to 234, 699, 700, 1113 to 1128 and 1637 to 1674
15.	Board of Revenue and Commissioners of Revenue, Bombay	699, 700 and 1129 to 1152
16.	District Judges of Bengal	235, 236, 1153 to 1158 and 1249 to 1270
17.	District Judges of the N. W Provinces	213 to 216 and 1159 to 1188
18.	District Judges and Subordinate Judges of Madras	237 to 240 and 1189 to 1210
19.	District Judges and Assistant Judges of Bombay ...	241 to 252 and 1211 to 1248
20.	Collectors, Magistrates, Deputy Collectors and Deputy Magistrates, and Police of Bengal... ...	253, 254 and 1249 to 1328
21.	Collectors and Magistrates of the N. W. Provinces, and Deputy Commissioners of the Punjab ...	213 to 226, 1329 to 1336 and 1339 to 1366
22.	Joint Magistrates and Deputy Collectors of the N. W. Provinces, and First and Second Assistants in the Punjab.	
23.	Uncovenanted Deputy Collectors and Deputy Magistrates of the N. W. Provinces, and Extra Assistants in the Punjab	255 to 262, 1319, 1320, 1337 and 1338
24.	Tehseeldars of the N. W. Provinces and the Punjab	263 to 272 and 1367 to 1376

		Pages of Appendix.
25.	Collectors of Madras	273 to 282, 1377 to 1414 and 1637 to 1674
26.	Collector of the town of Madras	283 and 284
27.	Subordinate officers of the Revenue department, Madras	285 to 288, 1415 to 1458 and 1637 to 1674
28.	Sheristadars of Madras...	289 to 296 and 1415 to 1458
29.	Tehseeldars of Madras	297, 298, 1459, 1460 and 1637 to 1674
30.	Collectors of Bombay	299 to 320 and 1461 to 1508
31.	Collector of the town of Bombay	321 to 328
32.	Subordinate officers of the Revenue department, Bombay	329 to 332 and 1509 to 1528
33.	Duftehdars of Bombay...	333 to 338 and 1529 to 1572
34.	Mamlutdars of Bombay	1573 to 1578
35.	Establishments in the Revenue department, Bombay	1579 to 1584
36.	Moonsiffs' establishments in Bengal and the North West Provinces	339 to 342 and 1585 to 1636
37.	District Police of Madras	343, 344 and 1637 to 1690
38.	District Police of Bombay	365, 366 and 1691 to 1724
39.	Commissioner and other officers for the suppression of Thuggee and Dacoity in Bengal	345 and 346
40.	Survey establishments in Bengal	347 and 348
41.	Survey and Settlement of Madras	349 and 350
42.	Survey and Settlement of Bombay	351 to 362 and 1725 to 1844
43.	Inam Commission of Madras	349 and 350
44.	Inam Commission of Bombay	1845 to 1928
45.	Inspectors of Prisons at all the Presidencies ...	363 to 366 and 1929 to 1954
46.	Remembrancer of Legal Affairs in Bengal ...	367, 368 and 1955 to 1970
47.	Remembrancer of Legal Affairs in the N. W. P. ...	369 to 376 and 1971 to 1974
48.	Remembrancer of Legal Affairs and Government Pleader, Madras	377, 378 and 1975 to 1992
49.	Remembrancer of Legal Affairs, Bombay	1993 to 1998
50.	Salt and Opium departments in Bengal	379 to 382 and 1999 to 2074
51.	Judicial Commissioner of the Punjab	271, 272, 2075 and 2076
52.	Financial Commissioner of the Punjab	383, 384 and 2077 to 2080
53.	Officers of the province of Oude...	385 to 392, 2081 and 2082
54.	Governor General's Agent and other officers in Rajpootana	393 to 406 and 2083 to 2090
55.	Governor General's Agent and other officers in Central India	407 to 426 and 2091 to 2114
56.	Junction of the Agencies in Rajpootana and Central India	427 to 434
57.	Officers of the Mysore Commission	435 to 438 and 2115 to 2152

		Pages of Appendix.
58.	Officers in Scinde	439 to 460 and 2153 to 2234
59.	Resident and officers of the ceded districts in Hyderabad	461 to 464
60.	Officers of the Saugor and Nerbudda territories ...	465 to 486, and 2235 to 2288
61.	Resident at Travancore...	487 and 488
62.	Officers in Pegu	489, 508, and 2289 to 2294
63.	Officers in the Tenasserim and Martaban Provinces...	509 to 524
64.	Officers in Arracan	525 and 526
65.	Officers in Chota Nagpore	527, 528 and 2295 to 2310
66.	Officers in Assam	529, 530, and 2311 to 2324
67.	Superintendent of Cachar and his Assistant ...	345 and 346
68.	Superintendent of Darjeeling	531 and 532
69.	Officers in the Sonthal Pergunnahs	533 and 534
70.	Assistant to the Superintendent of Tributary Mehals in Cuttack	535 and 536
71.	Officers in Kumaon	537, 538, and 2325 to 2330
72.	Officers in Ajmere and Mairwara	537, 538, and 2331 to 2344
73.	Officers in Dehra Doon...	537 and 538
74.	Officers in Bhutteeana	537 and 538
75.	Officers in Jawud Neemuch	537, 538, 2345 and 2346
76.	Officers in Nimar	537, 538, and 2347 to 2350
77.	Officers in Sattara	539 to 544
78.	Agent to the Governor of Fort St. George and his Assistants in Ganjam	545 and 546
79.	Agent to the Governor of Fort St. George and his Assistants in Vizagapatam	
80.	Agent to the Governor of Fort St. George and his Assistants in Kurnool	
81.	Town Magistracies of Calcutta, Madras and Bombay	345, 346, 547 and 548
82.	Commissioner and other officers of Police for the towns of Calcutta, Madras and Bombay ...	549 to 552
83.	Small Cause Courts in Calcutta, Madras and Bombay	553 to 556 and 2351 to 2378
84.	Superintendents of the Botanical Gardens in Calcutta and the N. W. Provinces	557 to 560
85.	Conservator of Forests and his Assistants in Madras	561 and 562
86.	Conservator of Forests and Superintendent of the Botanical Gardens, Bombay	563 to 570
87.	Secretaries to the Boards of Examiners at Calcutta and Madras	571 to 574
88.	Stipendiary Member of the Board of Examiners Calcutta	575 and 576

		Pages of Appendix.
89.	Translators to the Government of Bengal... ...	577 and 578
90.	Translators to the Government of Madras ...	573 and 574
91.	Honorable Company's Astronomer, Madras ..	579 and 580
92.	Superintendent of Stamps, Stationery and Lithographic press and his Assistant, Calcutta ...	581 and 582
93.	Officers of the Mints at Calcutta, Madras and Bombay	583 to 590 and 2379 to 2394
94.	Officers of the Education department at all the Presidencies	591 to 622
95.	Medical officers of the Civil department in all the Presidencies	617 to 622
96.	Employment and remuneration of Military officers in Civil employ	623 to 626
97	Uncovenanted Service	623, 624 and 627 to 630
98.	Grades of Salaries	631 to 656 and 2395 to 2404
99.	Auxiliary officers to keep the establishment up to full working power	657 to 664
100.	Designations and powers of District Officers and their Subordinates in Non-regulation districts ...	665 to 692
101.	Office establishment of the Commissioner of the Nuddea division	693 to 696
102.	English department of Magistrate's offices in Bengal	697 and 698
103.	Travelling allowance of Civil officers all over India	2405 to 2408
104.	Remonstrance against reductions	2409 to 2424
105.	Appointment of a Commissioner for the revision of Civil salaries	2425 to 2434

APPENDIX No. 1.

Sudder Court Calcutta.

No. 1867.

GENERAL DEPARTMENT.

From the SECRETARY TO THE GOVERNMENT OF BENGAL,

To H. RICKETTS, Esq.,

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

Dated Fort William, the 17th December 1856.

SIR,—I am directed to acknowledge the receipt of your letter No. 582, dated the 18th of October, submitting the portions of your proposed report which relate to the Sudder Courts and their Registrars in the several Presidencies, and in reply to inform you that the Lieutenant Governor does not concur in your recommendation for the reduction of the salary now received by the Judges of the Calcutta Sudder Court.

2. A seat on the Sudder Bench, the Lieutenant Governor observes, will be the highest post to which ordinarily the best officers in the Judicial branch of the service can rise after a life of toil in India, and he earnestly hopes that the present salary of Rs. 50,000 per annum given to the Judges will on no account be reduced. It is itself a recently reduced salary, and any further reduction, His Honor thinks, is very undesirable.

3. With reference to the salary of Rs. 25,000 a year proposed to be fixed for the office of the Registrar of the Sudder Court, the Lieutenant Governor desires me to say that he sees no objection to the proposition.

I have the honour to be,

Sir,

Your most obedient Servant,

(Signed) W. GREY,

Secretary to the Government of Bengal.

2.

APPENDIX No. 2

Sudder Court and Sheristadar's Establishments of the North West Provinces.

No. 1800A OF 1856.

JUDICIAL DEPARTMENT.

From C. B. THORNHILL, Esq.,

Officiating Secretary to Government, N. W. P.,

To H. RICKETTS, Esq.,

Commissioner for the Revision of Civil Salaries, &c.

Dated Head Quarters, Nynee Tal, the 30th September 1856.

SIR,—I am directed to acknowledge the receipt of your memoranda relating to the allowances of the Judges of the Sudder Courts, and of the Secretariat Establishments of the Bengal and Agra Governments, and to state in reply that the Lieutenant Governor has no objections to offer to the proposals framed by you on these subjects. You appear to him to have fairly stated and weighed the considerations applicable to the position and duties of the members of the Courts and officers of the Secretariat. He would especially record his concurrence in your views in favour of assigning a higher rate of emolument to the Judge of each Sudder Court who may have the direct care and responsibility of conducting its extensive and important duties of administrative control.

2. Aid in the Secretariat Office of this Government is very urgently and immediately required, and the Lieutenant Governor trusts that it may be in your power to submit your recommendations regarding it without delay, for the orders of the Supreme Government.

3. It is not necessary in this communication to enlarge on the point, but the Lieutenant Governor, referring to your remark on the extent of correspondence between the Board of Revenue and the Government of these Provinces, thinks it necessary to guard and mark his own opinion by adding the expression of his regret that there is a radical, and, he fears, an irreconcileable difference between your and his views as to the proper manner of conducting the revenue administration for which this Government is responsible.

4. The memoranda will be hereafter returned.

I have the honour to be,

Sir,

Your most obedient Servant,

(Signed) C. B. THORNHILL,

Offig. Secretary to Government, N. W. P.

4:

APPENDIX No. 3.

(Register of the Sudder Courts North West Provinces.

No. 1820A OF 1856.

JUDICIAL DEPARTMENT.

From C. B. THORNHILL, Esq.,

Officiating Secretary to the Government, N. W. P.

To H. RICKETTS, Esq.,

Commissioner for the Revision of Civil Salaries and Establishments.

Dated Head Quarters, Nynee Tal, the 2nd October 1856.

SIR,—I am directed to acknowledge the receipt of your letter No. 491, dated the 9th ultimo, forwarding your report on the subject of the official duties and emoluments of the Registrars of the Sudder Courts, and in reply to inform you, that the Lieutenant Governor has attentively considered the reasons which you have stated or referred to in this paper, but adheres to the opinion that the scale of allowance which you have proposed for this appointment may with propriety be reduced.

2. The old view as to the office was that the Registrar, although securing, of course, the confidence and general concurrence of the Judges of the Court, and acting under their directions, had yet a recognised responsibility, and was largely trusted in the guidance of its English correspondence, and in the exercise of its administrative control over the Courts subordinate to it. The Registrar was also the Reporter of select decisions of the Court, in the choice of which for publication he had an important discretion. And, as in the marked instance of Sir W. Macnaughten, he was chosen for high qualifications, which enabled him to explore, and make common to the world, the original authorities and doctrines of Indian Law.

3. Circumstances are now entirely changed. There is, or there is proposed to be, in each Court, a Judge of the English Department, whose notes, turned into the form of a letter by an ordinary clerk, ought to dispose of nine-tenths of the English business, the Registrar having scarcely anything more to do in this respect than to sign the letters. The exercise of administrative control is understood, perhaps, in a different sense from that which was admitted in former times, and the number of Courts to be controlled has greatly increased. The vigour, the knowledge, and the weight of position and character, of the Judge of the English Department, are directly devoted to this duty. All decisions are written in English by the Judges themselves, and indiscriminately printed. Research into the sources of all Mahomedan and Hindoo Law, which is of any general interest and application, has been exhausted by the labours of one eminent man.

4. A Registrar requires now the qualities of an intelligent Secretary, and nothing more. And the cases arising in the Sudder Court, which call for the preparation of letters by a Secretary, are not in the proportion of 1 to 20 or 30 of the similar cases in the offices of the Revenue Board. The main advantage of appointment to the office of Registrar is, indeed, in the judgment of the Lieutenant Governor, to the officer himself, in affording him an opportunity and inducement for closely watching judicial precedents, and prosecuting some systematic study of judicial principles.

5. The Lieutenant Governor agrees in the remark that, for the aid and relief of the Judges of the Court, there should not certainly be frequent changes in the office of Registrar. But he does not think that a tenure of the office can be desirable for a longer period than five or six years. He would nominate always to the post a promising young officer of about

six years' service, giving him Rs. 10,000 a year at first, with the prospect of receiving afterwards as much as Rs. 15,000 a year. (These sums are named in reference to what you have suggested for the general scale of salaries). The first promotion would be given earlier than a like amount of emolument could be looked for by the officer in the ordinary course of service in the grade of Joint Magistrate and Deputy Collector, and the higher rate would be a compensation for denying to him the benefit of any acting tenure of Magistracies and Collectorships. The Lieutenant Governor would wish the Registrar to pass ultimately through the grade of Magistrate and Collector, so as to acquire a knowledge and an experience of practice which are most necessary to an efficient Judge.

6. The saving thus arising the Lieutenant Governor would propose to appropriate so as to give in part the funds necessary for the creation, in these Provinces, of the office of Superintendent of Legal Affairs, on the like general footing, and with the same wide range of duties, as are fixed for the office of Superintendent under the Bengal Government. The Lieutenant Governor would be obliged by your instituting early inquiries on this subject, and by your suggesting the salary which you might think suitable for constituting the office, the necessity of which within this Lieutenant Governorship has already, you are aware, been recognised by the Court of Directors.

7. Your memorandum will be hereafter returned.

I have the honour to be,
Sir,
Your most obedient Servant,
(Signed) C. B. Thornhill,
Officiating Secretary to the Government, N. W. Provinces.

Appendix No. 4.

Sudder Court and Offices of Account, Madras.

No. 12.

FORT ST. GEORGE, 10th *January*, 1857.

FINANCIAL DEPARTMENT.

SIR,

I am directed by the Right Honorable the Governor in Council to acknowledge the receipt of your letters of the 11th and 18th October, forwarding those portions of your proposed report which relate to the Sudr Courts, and to the Offices of Account and Audit of the three Presidencies.

2. In regard to the first of these reports, the Government have but little to remark. They are, however, of opinion that, on the amalgamation of the Courts, all the Judges should receive as high a salary as the Puisne Judge of the Supreme Court—that is, that the salaries of all the Judges appointed either by the Crown, or by the Local Government, should be the same, the only exception being in favor of the Chief Judge. They can perceive no reason also why the salaries of the Sudr Judges at Madras should be lower than those of the corresponding Functionaries in Bengal. The powers, labors and responsibilities which attach individually to the Judges at the two Presidencies are equal—and the expense of living at Madras, as the Government are assured by good authority, is as great as that of living at Calcutta. They must also consider that the remuneration of the very important Office of Registrar has been fixed at too low a sum. The Office of Head Assistant to the Registrar has, I am instructed to state, practically been abolished already, a vacancy which occurred in the Office some months since not having been filled up. The Government offer no objection to the abolition of the Deputy Registership, and substitution of Uncovenanted Agency.

3. With regard to your propositions touching the salaries, for the future, of the Accountant General, the Sub-Treasurer and Civil Auditor at Madras, the Government cannot but think that you have fixed the remuneration of the first and last of these Offices at too low a standard.

4. The Accountant Generalship is a most important and laborious Office, and should, in the estimation of this Government, be maintained as one of the prizes of the Service. You have remarked that the duties and responsibilities of the appointment at Madras are in all respects less than they are in Bengal. There appears, however, to be one essential difference between the two Accountants, viz., that the Accountant in Bengal, acts immediately under the Accountant General of India, and can never have any important financial questions brought before him, nor be required to undertake any great responsibility, because on such occasions he can refer at once to the Accountant General of India.

5. At Madras, on the contrary, the Accountant must often act at once on his own responsibility, and he should be an Officer of sufficient ability and experience to ensure for the Government a safe and trustworthy adviser on questions of finance.

6. The Government doubt whether your proposed scale of salary will induce men of such a stamp to remain in an Office, the duties of which are for the most part so uninviting.

7. The Home Authorities have always considered it to be a post of such importance as to justify the remuneration being fixed on the same scale as that of the highest Civil offices.

8. The Right Honorable the Governor in Council quite recognizes the justice of your remarks on the backward state of Financial Science in India, but he does not perceive that this is attributable to short comings on the part of those officers who have been from time to time at the head of the Department, and he is of opinion that anything that would tend to reduce the value of the Accountant Generalship would but aggravate the evil.

9. Under these considerations, the Government are decidedly of opinion that the salary of the Accountant Generalship at Madras should not fall below that last assigned to the office by the Honorable Court, or Rupees 3,000 per mensem.

10. The duties of the Civil Auditor at this Presidency are heavy, and demand constant application. The work is uninteresting and monotonous, and living at Madras is expensive.

It is moreover an office which should be secured from frequent changes. The pay which you have proposed, Rupees 1,500 per mensem, is insufficient to tempt men to remain at Madras, and forego appointments of more emolument and consideration in the Mofussil.

11. It is proper to add that the system of pre-audit has just been introduced at Madras, and has enhanced in no small degree the labors of the Civil Auditor, and it should be noted that, as will be seen by the correspondence quoted in the margin, the Civil Auditor in this Presidency does not merely audit bills, allowances, &c. on vouchers, but furnishes the account department with statements of charges arranged and digested in a form not usual in the other Presidencies.

From Civil Auditor 4th September, 1856.
E. M. C. 15th September, 1856.
From Accountant General 24th September, 1856.
E. M. C. 2nd October, 1856.
From the Civil Auditor 4th October 1856.
E. M. C. 14th October, 1856.

12. The Government have more than once strongly urged on the Court of Directors that the pay of the Madras Civil Auditor should be Rupees 2,500 per mensem. They still wish to see it fixed at that amount, but think that on no account should it be reduced beyond the present rate.

13. With regard to the Covenanted Assistants to the Accountant General, that officer has, in the judgment of this Government, fully demonstrated the necessity of *one* being retained.

14. It would be most inconvenient in the case of absence, from illness or other cause, of the Accountant General, Sub Treasurer or Civil Auditor, if there is no Covenanted Officer at hand, familiar with the work of the office, to replace them.

15. You have observed, indeed, that these officers might be supplied from the Uncovenanted Service, and, as respects the mere technical part of the duties, this is perhaps just. The Government would, however, point out that one of the severest labors of these offices is to bring up to date their returns, accounts, and estimates, with barely sufficient establishments, and that such punctuality can scarcely be enforced but by the energy of the European officer.

16. The above are the observations which have occurred to this Government on the allowances of the particular offices involved in your references. They have however felt difficulty in giving an opinion on these, being detached parts of a great financial question, without having before them the whole scheme, and being informed of the principles on which it has been framed. In Services like the Civil Services of the Indian Presidencies, there must be a connection between several classes of appointments, and the emoluments must bear some relation to each other, and be referrible to some common standard. From your present communications it is however gathered that you have assumed the salary assigned by Act of Parliament to the Office of Member of the Legislative Council of India as the maximum, and that all other salaries are to fall below it, while from your remarks on the Registrarship of the Madras Sudder Udalut, it would seem that the salaries of Collectors are in some measure to be made the gauge whereby to regulate the pay of other situations, including, it is presumed, that of the Offices of Account and Audit. Your views in regard to the salaries of Collectors are not explained, but it is intimated that they will probably be considerably reduced. It may be premature at present to enter upon this part of the subject, but I have to state that looking to the great size, population and revenue of the Madras Districts, the heavy labors and responsibilities that the management involves, and the late period of Service on which the Office is attained, the Government would strongly deprecate the reduction of the salaries of the Madras Collectors, unless under some urgent financial pressure. On this subject, as on the maximum which you have assumed, I am directed to solicit your attention to the accompanying Minute recorded by the Right Honorable the President, and in which the other Members of Government entirely concur.

I have the honor to be,

SIR,

Your most obedient servant,

T. PYCROFT,

Chief Secretary.

To

H. RICKETTS, Esq.,

Commissioner for the Revision of Civil salaries and Establishments throughout India

9.

APPENDIX No. 5

Sudder Court and Offices of Account, Madras

MINUTE.

1. The Commissioner for the revision of Civil Salaries and Establishments forwards to this Government those portions of his proposed report which relate to the changes which he proposes in the salaries of the Judges of the Sudder Courts, and of the offices of Account and Audit.

2. I must at once point out the inconvenience of having to give an opinion with respect to a large measure of administration and finance, piece-meal as it were, and without being apprized of other details on which it must be supposed the conclusions come to by the Commissioner now submitted for consideration must rest.

3. I will point out what I mean by an example. The Commissioner, when discussing the subject of the salary of the Register of the Sudder at Madras states—

"As in Bengal and Agra, it is desirable to prevent the Register from seeking promotion to one of those offices," viz. to Collectorates of which he writes just above. "In all probability the salary of those appointments will be considerably reduced."

4. The salary of the Collectorate is thus made the gauge by which to fix that of the Register.

5. It must, I think, also, be the gauge for the salaries of the offices of Accountant General, Civil Auditor and Sub Treasurer.

6. To give therefore a clear opinion on Mr. Rickett's scheme, it would be necessary to be acquainted with his views respecting the future salaries of Collectors and Magistrates.

7. To be able to judge of a scheme of this nature, it is as necessary to be acquainted with the minimum as the maximum.

8. The latter appears to have been fixed at the present salary of the Legislative Councillors, with respect to the former nothing definite is stated, but it is suggested that a considerable diminution will take place.

9. I shall, therefore, now give my opinion respecting the salaries of Collectors, by which I shall be guided as regards those of the Offices of the Sudder and of the Account and Audit.

10. I have taken the best means in my power to consider this subject, which I have had in view ever since my arrival in this country, being acquainted with the reports so prevalent in England of the excessive salaries received by Civilians in India.

11. With regard to Collectors, looking to the position which they hold in the country districts, to the great amount of labor, mental and bodily, which they undergo, their heavy responsibilities, the extensive area and large population over which they preside, to the period of service, which is required before attaining the Office, I have no hesitation in giving it as my opinion that they are not overpaid, and that it would be impolitic and inexpedient to make any considerable reduction in their salaries, except under the prospect of a financial pressure, which could be ascertained so clearly as to predicate a permanent pecuniary deficiency in the public finances.

12. I say that it would be impolitic, because the tendency must be to depreciate the European Officers in the eyes of the Natives, and to diminish their efficiency, by rendering them uneasy in their circumstances.

13. The first position mentioned above may, of course, be met by the argument, that moral and intellectual worth should be looked to.

14. I am ready to give them full weight, but still I contend, and it is evident in all history, and in all parts of the world, that the means of maintaining a position are quite as generally necessary for the purpose of controlling and directing masses of men.

15. The second position may, I am aware, be met by the assertion that the diminution would not be so great as to render the circumstances of the Officers uneasy.

111

Appendix No. 5.

Sudder Court and Officers of Account, Madras.

16. That is the real point at issue, and one which I am desirous of bringing prominently forward, in the hope that it will be fully tested by those who will have to decide on this very important question.

17. For what is a Collector's position in this Presidency? he has to supervise the affairs, conduct the public business, proceedings of the Law Courts excepted, collect the revenue, and see to the general welfare of from 500,000 to 1,500,000 persons, spread over an area as large as two or three or even more English Counties.

18. He attains this position after a service of from 18 to 20 years, which will in all probability be lengthened by the action of the new furlough rules.

19. He is probably married, and has to maintain children in England.

20. And here I would most forcibly urge the vast importance of Officers being so circumstanced as to be enabled to marry, and to maintain and educate their families in a suitable manner.

21. Their expenses I know are very great in this respect, not only have they to bear with the heavy trial of separation from their children during the most interesting period of their lives, but they have to make heavy pecuniary sacrifices, in order to educate them at home.

22. All these points ought to be considered in fixing a Collector's salary, and in addition he should be enabled to lay by something for retiring when worn out and broken in health he shall leave the service, or for providing for his children in case of his death.

23. For though a provision by the liberality of the Honorable Court has been secured, yet that can hardly be considered a sufficiency for a man and his family on his retirement to England.

24. I would specially call attention to the fact that a Collectorate, or a Judgeship, is the highest Office to which the large number of Covenanted Officers can hope to attain, and that before arriving at either of those posts it can hardly have been in their power to save any thing.

25. I say that it would also be inexpedient, because the tendency of the reduction of salaries must shake the confidence of its servants in the Government itself, and will lead to the expectation of further changes on any financial alarm.

26. The result must be that the standard in moral and intellectual worth will be lowered, and this difficulty requires to be guarded against more than ever, now that the admission to the Company's Service is thrown open to competition, and that there is no reserve of well educated young men maintained at its own expense, from which a supply could always, under any circumstances, be procured.

27. I have considered this subject, with the view of maintaining the Officers of a vast empire in a proper position, and of securing the permanency of British Rule, which must be effected principally by the superintendence of Officers of the British race.

28. No pains should be spared to secure this by first-rate Officers, and I say it, not from any vulgar desire of maintaining our empire for the sake of rule and gain, for no one can hope more sincerely than I do that we may lose it if we prove incapable of appreciating the responsibilities which have devolved upon us, but because I am convinced that it is absolutely necessary for the well being of the inhabitants of India that our empire should be maintained.

29. I have stated above, that I am of opinion, that the Salaries of Collectors should not be diminished, except in the case of positive financial necessity.

30. This is a general question on which I am not in a position to form an opinion, but so far as this Presidency is concerned, I see no such necessity.

31. No doubt there is a pressure at present, but I believe a proper financial system would correct this.

32. The increase of revenue to be procured from Rajahmundry alone, were a survey of that province only sanctioned, would probably more than cover any savings which could be made by the plan now proposed within the next ten years.

33. I now proceed to remark on the proposals specifically made by Mr. Ricketts, taking my own position that the Collectors' salaries should remain as at present, viz. 28,000 Rupees per annum.

34. And first, as to the Offices of Account and Audit. I am of opinion that the Accountant General's salary should remain at the sum fixed lately by the Honorable Court, viz. 3,000 Rupees per month.

35. The office is a most important and laborious one, and should be maintained as one of the prizes of the service—if it is supposed that the salary approaches too near that of the Chief Finance Officer to the Government of India, let his salary be increased. The labour and the responsibility in that Office must be immense; and it should be remunerated in a proportionate degree.

36. I think the office of Civil Auditor should be secured from frequent changes, the duties are heavy, and require constant application and residence at the Presidency, there should be no temptation to the Civil Auditor to leave his Office for a Collectorate, and I think his salary should be 30,000 Rupees.

37. The Sub Treasurer's salary I am disposed to leave as recommended.

38. With respect to Assistants to the Accountant General, I think that this Officer shows clearly the necessity for retaining one.

39. It would be most inconvenient in the case of the absence from illness or otherwise of the Accountant General, or of the Sub Treasurer, to have no Covenanted Officer at hand, familiar with the work of the office, to replace them.

40. Mr. Ricketts is of opinion that these Officers might be supplied from the Uncovenanted Service.

41. So far as the mere technical part of duties is concerned, this is possibly true, but I would point out, that one of the severest labours of these Officers is to make up their returns, accounts, estimates, &c., to date, with barely sufficient establishments, and I believe that the energy of the European Officer will alone maintain any punctuality. I am decidedly in favor of retaining one Covenanted Assistant to the Accountant General.

42. In his note on the Offices of Account the Commissioner writes—" I, not only, " would not confine the higher appointments to persons trained in the Accountant's Office, " but I would throw open to all."

" We still carry about treasure in carts from station to station.

" If a man worth a hundred thousand pounds, with Rupees 5,000 worth of bank notes in his pocket, wants 100 Rupees at Simla, he must pay 3 per cent. for it.

" When a high public Officer draws his salary, he must send a pony to bring it, and keep a guard to look after it.

" We are certainly behind in financial art, and I attribute the backwardness, in no small degree, to the notion that such training as Bankers' Clerks have, makes good financiers, and to these appointments being always filled by Covenanted Civilians, who have had the training and experience of the Accountant General's Office, or no training and experience at all."

43. I fully agree with the Commissioner in his remarks on the backwardness which exists in this country in the financial art, it is no doubt capable of improvement, but can this state of things be charged against the Accountants General, or is it a proof of their incapacity ?

44 With respect to the changes proposed in the salaries of the Judges of the Sudder Court, and of their Registor, I have no objection to make, except that it appears to me that the distinction between the Judges of the English department, and the others, is likely to cause some difficulty, if the High Court is formed, and is left, as is proposed, for all matters of detail under the direction of the Chief Justice.

45. My opinion is that if a High Court is constituted, all the Puisne Judges should receive salaries of equal amount.

46. I must here beg leave to exclude myself from being supposed to agree with the doctrine laid down by the commissioner, that because Legislation is considered the highest

and most responsible of all duties, the salaries allotted to Legislative Councillors should be adopted as a standard by which to allot salaries proportionate to duties for all subordinate offices.

47. Legislation is no doubt a high and important duty,—so high that some are of opinion that Legislators should receive no emoluments at all from the existing Government of any country.

48. The responsibilities of Legislators are no doubt very great, but they differ, it appears to me, in kind from those of Judicial or Executive officers, they are not liable to the same amount of definite supervision,—if to any at all,—and dereliction of duty cannot be witnessed in them to the same extent.

49. Judicial and Executive officers can be subjected to prescribed rules, any transgression against which can be detected and punished.

50. Neglect of duty in Legislation must always be much more a matter of opinion, and hardly open to detection.

51. I cannot therefore but think that Legislative Councillors should be considered as a class apart and separate from other Departments.

52. It will be observed that I have laid most stress on the retention of the present salaries of Collectors, and with them I mean to include those of the Sub Collectors and Junior officers. I should equally deprecate any diminution in the salaries of Zillah Judges.

53. It is not only on account of the labors and responsibilities of these offices that I support this view, but also to preserve what I consider of inestimable importance in promoting civilization in this country, that is the residence in every province of some three or four English Gentlemen capable of keeping up that position.

54. I am no advocate for employing a great number of European officers in India, and from those in the service I would require searching proofs of capacity, experience, and diligence, but I would also leave no doubt as to the remuneration being amply sufficient.

MERCARA,
December 4th, 1856.

(Signed) HARRIS.

(True copy.)

T. PYCROFT,

Chief Secretary.

LIBRARY

APPENDIX No. 6.

Sudder Court Madras

No. 186.

FINANCIAL DEPARTMENT.

To H. RICKETTS, Esq.,

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

Fort St. George, 27th March 1857.

SIR,—I am directed by the Right Honorable the Governor in Council to acknowledge the receipt of your letter of the 20th instant, pointing out a discrepancy between the opinion given in my letter of the 10th January last, on your proposed scale for the salaries of the Madras Sudder Judges and Registrar, and that expressed in the Minute of the Right Honorable the President, therewith submitted, in which the other Members of Government had entirely concurred, and inquiring whether you are to consider your proposals to have been approved or disapproved by His Lordship in Council.

2. In reply, I am instructed to state that His Lordship's Minute was written during his late tour in the provinces. On his return to Madras, the subject was considered in Council, and the unanimous conclusion then arrived at was that conveyed in my letter, viz. that the salaries of the Sudder Judges should not be lower than those of the corresponding functionaries in Bengal, and that the remuneration assigned by you to the very important office of Registrar had been fixed at too low a scale. In forwarding His Lordship's Minute, and expressing the concurrence in it of the other Members of Government, that passage of it which related to the pay of the Sudder Judges and Registrar was overlooked.

I have the honour to be,
Sir,
Your most obedient Servant,
(Signed) T. PYCROFT,
Chief Secretary.

APPENDIX No. 1
Sudder Court, Bombay.

No. 1156 of 1857.

JUDICIAL DEPARTMENT.

To H. RICKETTS, Esq.,
Commissioner for the Revision of Civil Salaries and
Establishments throughout India.

Bombay Castle, 8th April 1857.

SIR,—With reference to your letter No. 582, dated the 18th October last, forwarding the portions of your proposed report which relate to the Sudder Courts in the several Presidencies, I am directed by the Right Honorable the Governor in Council to transmit for your information, copies of the correspondence noted in the margin, together with a copy of my letter of this day's date to the Government of India, on the subject of the apparent disparity between the duties imposed on the Judges of the Bombay Sudder Court and those of the same Courts in other Presidencies.

From the Registrar Sudder Adawlut, dated 21st February 1857, No. 374.
To ditto ditto, 9th March 1857, No. 714.
From ditto ditto, 19th March 1857, No. 513.

I have the honour to be,
Sir,
Your most obedient Servant,
(Signed) H. L. ANDERSON,
Secretary to Government.

No. 374 of 1857.

TO THE SECRETARY TO GOVERNMENT, JUDICIAL DEPARTMENT.

Bombay, Sudder Adawlut, 21st February 1857.

SIR,—I have the honour, by direction of the Judges of the Sudder Adawlut, to acknowledge the receipt of your letter No. 148, dated 16th ultimo, transmitting a printed report by the Commissioner for the revision of Civil Salaries and Establishments throughout India, and calling upon the Judges to furnish a report on Mr. Ricketts' suggestions, and a clear explanation, in detail, of the apparent disparity between the duties imposed upon the Judges at Bombay and those at the other Presidencies, which is *primâ facie* unfavourable to Bombay.

Present,
W. E. FRERE,
W. H. HARRISON, and
R. KEAYS, Esquires.

2. The Judges consider the easiest way to comply with the wishes of Government will be to go through Mr. Ricketts' report in order, and they accordingly direct me to submit the following observations for the consideration of the Right Honorable the Governor in Council.

3. The first page of Mr. Ricketts' report is almost entirely taken up with what was and what is the salary of each Court. This, in the opinion of the Judges, needs no particular remark.

4. Mr. Ricketts next says that the powers of the four Courts—Calcutta, Agra, Madras, and Bombay—are much the same; but that, in consequence of difference in the wealth and population of the territories subject to their jurisdiction, the responsibilities differ.

16.

Appendix No. 7.
Sudder Court, Bombay.

5. From this, the Judges infer that Mr Ricketts' opinion is, that responsibility does not attach itself to power in the abstract, so much as to the money value involved in the question which calls forth that power, and the number of times it is exerted; that the responsibility a man has does not depend upon his being liable at all times to be called upon to decide questions of life and death, and the right of A or B to wealth or poverty, but upon whether wealth is a lakh of rupees or a hundred, and he is called upon to exercise those powers one hundred or two hundred times in the course of a year; consequently that responsibility does not attach itself so much to the possession and exercise of power in the abstract, as it does upon the wealth of those over whom it is exercised, and the mental and bodily fatigue consequent upon the number of times exercise of responsible power is called forth. If this be the case, we must not, in estimating the remuneration to be paid for the exercise of that power, take into consideration only whether a Judge tries ten or twenty cases, but we must consider also the relative difficulties of the cases. For instance, if prisoners plead guilty to a charge of murder, the responsibility upon the Judge is not so great as if they plead not guilty, but were seen committing the act; nor, in this latter case, would the responsibility be so great as if the Judge had to try the case and decide it upon conflicting evidence, and all the circumstantial evidence brought forward at the trial. The Court grant that the Judge does feel more care and anxiety in these last cases than in the others; and if Judges are to be remunerated not because they exercise them often, the further element of with what amount of labour the exercise of this power is in each case attended is requisite before it can be said that the Judge who tries twenty capital cases has greater responsibility than he who tries ten.

6. It will probably be urged, that in 200 or 300 referred cases there will be found, in equal proportions everywhere, cases of difficulty. That might or might not be the case; but unless it can be shown that out of the smaller number there are more than a proportionate number of cases easy to decide, we are not justified in assuming that there is an inequality in the responsibility which is thrown upon the Judges who are called upon to decide these cases.

7. But taking Mr. Ricketts' statement on page 2 as showing the relative responsibilities of each Sudder Court, the Judges hope to be able to show that the responsibilities on the Judges in Bombay are not less than on those elsewhere, in the proportion Mr. Ricketts points out.

8. The Judges observe, in the first place, that this table does not show the Revenue Courts subject to the jurisdiction of the Sudder Dewanee Adawlut at Bombay: the work they do is not much (under 1,700 Suits and 200 Appeals a year), so that the Appeals from them to the Sudder Dewanee Adawlut must necessarily be few, but still it will nearly double the number of Courts subordinate to the Sudder. But taking the table which Mr. Ricketts has compiled to show that the responsibilities of the Calcutta Court are much heavier than either of the others—

Subordinate to Calcutta are	385 Courts.
Agra	167
Madras	207
Bombay.....	140

or, if we reckon the Revenue Courts, there would be upwards of 100 more; but, taking the Courts as Mr. Ricketts has given them, we must bear in mind that at Calcutta there are ten Judges, so that the responsibility is borne by ten there to three elsewhere; the degree of responsibility will then be shown as follows:—

Calcutta	$\frac{385}{10} = 38{\cdot}5$
Agra	$\frac{167}{3} = 55{\cdot}2$
Madras	$\frac{207}{3} = 69$
Bombay	$\frac{140}{3} = 46{\cdot}2$

or Madras first, then Agra, then Bombay, and then Calcutta.

9. In the same way, the average value of property litigated is shown by Mr. Ricketts to be—

Calcutta	2,05,05,981
Agra	22,80,263
Madras	3,92,712
Bombay	1,13,961

which shows much in favour of Calcutta and sadly against Bombay; but then it must be recollected that this is taken from Mr. Ricketts' statement, and is the value of the cases litigated in column 11, that is, the average of regular appeals instituted in the Courts during three years, and those show—

Calcutta	244
Agra	111
Madras	20
Bombay	6

and then divided by these sums, we have the average value of each Regular Appeal to be—

Calcutta	Rs.	84,040	14	5
Agra	„	20,542	14	6
Madras	„	19,635	9	7
Bombay	„	28,993	8	0

or the relative responsibilities of the Courts to be Calcutta, Bombay, Agra, and Madras.

10. Mr. Ricketts' statement only shows the value of *Regular* Appeals, the number of which lying to the Sudder in Bombay are very few, the Principal Sudder Ameens having unlimited jurisdiction in original suits, and the Judge's decision in all Appeals to him, whatever the amount, being final, except on *Special* Appeal to the Sudder Dewanee Adawlut, and no Regular Appeals lying to the Sudder Dewanee Adawlut in Bombay except from decisions in cases which the Zillah Judges for some reason choose to decide themselves, instead of referring to the Principal Sudder Ameen or some other authority. The responsibility, then, of the Sudder Dewanee Adawlut in Bombay is more in rejecting or admitting *Special* Appeals than in deciding *Regular* Appeals, and the average value of Special Appeals admitted and rejected during the three years comprised in Mr. Ricketts' statement was Rs. 1,96,009-1-1.*

11. A comparison of the annual returns furnished to Government by the Sudder Dewanee Adawlut at Madras and Bombay shows, as follows, the comparative work they perform in the year:—

	1851.		1852.		1853.		1854.		1855.	
	Regular.	Special.	Regular.	Special.	Regular.	Special.	Regular.	Special.	Regular.	Special.
Admitted.										
Madras	19	82	24	56	18	91	18	73	24	130
Bombay, omitting the Agents' and Revenue Courts	2	105	7	244	3	205	8	116	6	138
Decided.										
Madras	29	82	15	55	33	98	22	78	25	111
Bombay, omitting the Agents' and Revenue Courts	1	179	2	180	3	115	10	96	3	111

* It may be mentioned that during the last year a petition of this nature, involving a claim to *twenty-five lakhs of Rupees*, was disposed of by the Court.

Which shows quite as much, if not more, Civil work to be done in Bombay than at Madras; and with regard to the regular appeals, the Judges direct me to state that it must be borne in mind that at Madras the Principal Sudder Ameen's jurisdiction is limited to Rupees 10,000, so—as in Bengal, where the appeal from all decisions by the Principal Sudder Ameen in suits above Rupees 5,000 lies to the Sudder Dewanee Adawlut—the Sudder Dewanee Adawlut has more regular appeals made to it than lie to the Sudder Dewanee Adawlut in Bombay, from the few decisions given by the Zillah Judge in original suits which he has reserved to try himself. It is very difficult to estimate comparative responsibility; but the Judges think the responsibility of deciding whether to reject or admit a special appeal is far greater than that of deciding a special appeal when admitted. In the latter, the Judge has the whole case before him; in the former, he is labouring under the difficulty and doubt of knowing only so much as perhaps not a very efficient Vakeel can place before him.

12. The Criminal work, Mr. Ricketts says, is more equal; but he observes that in Bombay all trials which exceed seven years are referred to the Sudder Foujdaree Adawlut, whereas at the other Presidencies trials are not referred unless the sentence exceeds fourteen years; overlooking, or not having been informed of, the fact that, at Calcutta and Madras, if the Session Judge disapproves of the futwa of the Law Officer, he refers the case to the Nizamut or Foujdaree Adawlut. The referred trials at

* Calcutta were	307
Agra	373
Madras	133
Bombay	179

which, when divided by the number of Judges in the Courts, leaves, at

Calcutta	30·7
Agra	124·1
Madras	44·1
Bombay	59·2

or places Agra first, Bombay next, then Madras, and Calcutta last; so in the Criminal trials called for,

Calcutta	424 or 42	each Judge
Agra	228 or 76	„ „
Madras	37 or 12	„ „
Bombay	218 or 72	„ „

placing Agra and Bombay first, then Calcutta, and then Madras, so that though the average value of each regular appeal is higher at Calcutta than elsewhere, the individual responsibility of each Judge, whether from the number of Courts he superintends, or the number of Criminal cases that he hears, is less in the former case (little more than at Bombay) and in the latter less than in any Court but Madras, and even less than that in the referred trials.

13. The Judges do not know why Mr. Ricketts called for returns from the several Courts in preference to taking as his guide the annual returns which are furnished to Government and printed for general information. These must be impartial witnesses, and certainly ought to show all that the Courts do or have to do. The returns, Civil and Criminal for Bengal, and Criminal for Agra, for 1855, have not been sent to this Court, but as they are comparative for five years, a very fair opinion can be formed even though the return for

* There appears to have been some mistake in the preparation of the Table furnished to Mr. Ricketts from here and from Madras—mistakes which the Judges have discovered from a comparison they have made between the numbers shown in column 8, and those which they find in Statement No. 7 of the annual returns. From these it appears that the average of committed and referred cases for 1853, 1854, and 1855 is, at Madras 310, and of cases called for 127; and at Bombay, committed and referred 165, called for 426.

Taking these statements as correct, the result would be, as regards referred cases, to make Madras and Bombay change places, the order being Agra, Madras, Bombay, and Calcutta, and as regards cases called for, to place Bombay at the head of the list, above Agra, Calcutta, and Madras.

Appendix No. 4.
Sudder Court Bombay

19.

1855 is wanting. From these returns the Judges have directed me to extract the following as the state of the Criminal work:—

		1850.	1851.	1852.	1853.	1854.
Bengal	Cases committed or referred	202	227	244	279	..
	Proceedings called for	345	376	456	421	..
		547	603	700	700	..
N. W. Provinces	Cases committed, &c.	332	268	327	374	361
	Proceedings called for	281	208	229	226	251
		613	476	556	600	612
Madras	Cases committed, &c.	..	250	298	286	361
	Proceedings called for	..	52	101	82	125
			302	399	368	486
Bombay	Cases committed, &c.	252	253	170	170	142
	Proceedings called for	454	355	285	375	417
		706	608	455	545	559

14. The Civil returns give the following result of Regular and Special Appeals admitted in the Sudder Dewanee Adawlut:—

	1851.		1852.		1853.		1854.		1855.	
	Regular.	Special.	Regular.	Special.	Regular.	Special.	Regular.	Special.	Regular.	Special.
Bengal	184	265	246	323	242	271	229	231	..	..
N. W. Provinces	68	182	123	314	96	292	103	189	134	180
Madras	19	82	24	56	18	91	18	73	24	103
Bombay	8	105	19	124	3	207	8	117	9	138

In the returns for Bombay, the Judges have included the Appeals from the Agents' and Revenue Courts, all of which are under the Regulations.

15. But there is another table in these returns which deserves notice, as showing the work the Sudder Dewanee Adawlut has to perform; it is that of the aggregate of original jurisdiction, which shows the amount of litigation in the country, by which the labours of the Court which has to superintend the administration must be indirectly affected. In these arrears are included.

	1851.	1852.	1853.	1854.	1855.
Bengal	1,35,264	1,39,370	1,44,530	1,26,725	....
N. W. Provinces	91,720	97,254	98,567	94,310	91,082
Madras	1,33,271	1,39,546	1,59,224	1,69,349	1,66,215
Bombay	1,17,232	1,25,117	1,31,436	1,31,510	1,36,777

Appendix No. 4.
Sudder Court, Bombay.

16. Looking now to the average of work shown by these tables, we find of Criminal work committed, referred, and called for, the average is—

Bengal	637	for each Court, or	63·7	each Judge.
N. W. Provinces ..	571		190·1	
Madras	388		129·1	
Bombay	574		191·1	

The average of Regular and Special Appeals is—

	Regular.	Specials admitted.	Regular and Special to each Judge.	
Bengal.....	225·1	272·2	or	49·7
N. W. Provinces..	104·4	231·2	„	111·2
Madras	20·3	81	„	33·2
Bombay.....	9·2	138·1	„	49

17. These returns, in the opinion of the Court, very clearly show that, in Criminal work, the Bombay Judges have not less to do than the Judges at Agra, and far more than the Judges at Calcutta and Madras, while the last has only, on an average, 100 appeals a year to the 147 of our Judges. The return of the aggregate original jurisdiction, however, presents an extraordinary feature, showing more original suits in Madras than Bengal, which latter does not always exceed in number those at Bombay, while the highest number filed at Agra is a fifth less than the lowest filed in Bombay in any one year.

18. But, looking either to this return or those sent to Mr. Ricketts, the result is the same, that the Criminal work which falls upon each individual Judge—supposing they divide it equally—is heaviest at Bombay, and then at Agra, then at Madras, and lightest at Calcutta, while the Civil appeals are heaviest at Agra, then at Bengal, then at Bombay, and lastly at Madras; and, if the Judges are to be paid according to the work they have to do, the Judges at Bombay are clearly entitled to higher pay than those at Madras, as the Judges at Agra are to be better paid than those at Calcutta.

19. It may be observed that Mr. Ricketts speaks of the responsibilities of the Court, not of the Judges; but the Judges will maintain that the responsibilities of the Court consist of the aggregate responsibilities of each Judge, and that, in apportioning the pay, Mr. Ricketts has not apportioned it to the Court, but to the Judges; and, though there may be 385 Courts to superintend at Calcutta, if there are ten Judges to bear the burden, their individual responsibility is less than that of each of the three Judges at Bombay, who have only 110 Civil Courts, exclusive of the Revenue Courts, to superintend, and that the individual responsibility of the ten Judges at Calcutta, before whom 731 Criminal trials come in a year, is not to compare with that of the three Judges in Bombay burdened with 397, or more correctly 574.

20. In page 5 Mr. Ricketts points out that the Session Judges in Bombay are limited in their Criminal powers without confirmation to seven years' imprisonment, instead of having absolute jurisdiction as elsewhere to fourteen years, and suggests that their powers be immediately extended; the effect of the restriction being, in Mr Ricketts' opinion, that, in the Bombay presidency, the extent of punishment is seven years' imprisonment, or life, since only three persons were sentenced to punishments between those terms in 1855. The practice of some of the zillah Courts in this presidency has been to hold that seven years' imprisonment is the extent of punishment short of life, and that it is only in extraordinary cases that a heavier sentence of imprisonment should be passed; but many of the Session Judges have also found great convenience in the restrictions which enable them to ensure any case they wish being brought before the Sudder Foujdaree Adawlut for their deliberate opinion, which could not be done in many cases if the period were extended to fourteen years, since sentences of imprisonment for life can only be passed for three kinds of offences, the limit in most other heinous offences being ten or seven years. The Judges also direct me here to repeat what I said above, that elsewhere the Session Judges' cases are more subject

to the correction of the Sudder Foujdaree Adawlut than here, these officers being obliged when disapproving of the *futwa* of the Law officers, or verdict of assessors and jurors, to refer the case to the Nizamut or Foujdaree Adawlut.

21. With regard to the salaries which the Sudder Judges ought to receive, the Court have already given their opinion, and they will not draw any comparison between the requisite abilities for a Member of Council or a Judge of the Sudder, but they maintain that whatever abilities may be required for other situations, there can be no one hardy enough to deny the trite remark that it is of great concern to the public that none be preferred to the office of Judge but such whose ability and integrity may be safely depended on, and that the salaries affixed to the situations should be such as will induce men of such ability and integrity, not only to accept, but to seek the appointment. There is no Judge, who did not rashly undertake the office, but feels that he has undertaken a greater responsibility than weighs upon any others around him.

22. But, let the salary be what it may, the Judges cannot understand upon what grounds the Judges of the Bombay Sudder are to receive less pay than the Judges at Madras or elsewhere. The Members of the Supreme Council, it is true, receive higher salaries than the Members of any other Council, but they have higher duties to perform. The Legislature has declared that the Members of Council at Madras and Bombay shall receive the same salaries. Their responsibilities are the same, though their duties may be more or less. The Members of the Legislative Council sent from the other presidencies all receive the same salary, but the most responsible of the Judges at Bombay is to receive only the same salary as the least responsible do at Madras and Agra, and the most responsible Judges there are only on a par with the least responsible at Calcutta, and that without the option or the hope being held out of being able to rise from the Sudder at Bombay to that at the other presidencies. The Legislature have acknowledged the equality of all the Members of Council not of the Supreme Council. The Judges at Bombay and at the other presidencies have all entered the same service; they are all entitled to a pension at the end of the same number of years; they have all the same sum to pay for that pension; they have the same duty to perform; but here at Bombay they are not to have the same salaries, and, where their contemporaries at Bengal retire, they have purchased their pensions by deductions from their salaries, while those at Bombay have to pay from a half to a quarter of the purchase money from their own private fortune. On what grounds this can be defended is beyond the Court to discover.

23. It might indeed be urged, but it would be begging the question, that, throughout the world, persons holding situations under similar designations receive different rates of pay. That is true; but would the Nobleman who in 1851 had a chance of being sent Envoy and Minister Plenipotentiary to St. Petersburgh on £6000 per annum, accept Frankfort at £2600? or would a man who had a chance of being Chief Justice of England or Calcutta, accept the Chief Justiceship of Sierra Leone? or the Solicitor General go as Solicitor General to Hong-kong? The reason why these appointments, though under similar titles, are differently paid, is obvious; and, for the same reasons, the Judges of Her Majesty's Supreme Courts at the different presidencies may receive different salaries without exciting any wonder, for they have all the option whether they will accept the offer or not. But members of the Civil Service have already accepted the offer, which is to enter the service at twenty years of age and rise in that service, and so long as the salaries remained unrevised they had no cause to complain if their lot fell in the worst paid presidency, and their contemporaries at the other presidencies were better off. But now the salaries are to be revised throughout India, and it is proposed, because the Registrarship at Calcutta is worse paid than in Bombay, to reduce the salary at Bombay to the same standard. The Judges hold that they have a right to expect that some valid reasons will be shown for keeping those appointments at Bombay, to which they are restricted, and which are underpaid, at the same rate, while reducing those that are better paid to the lower standard of other presidencies; that now the salaries throughout India are to be adjusted, the Bombay service have a right to be placed upon the same footing as those at the other presidencies, who are in the same service, have the same duties to perform, the same pension to look forward to, and the

same fine to pay for that pension ; the principle having been admitted by the Legislature of England, who pay the Members of Council the same both at Madras and Bombay.

24. The Judges think that they have now shown that not only are the powers but also the responsibilities of the four Sudder Courts much the same, and that Bombay is not inferior to the others, and that there are many reasons why the salaries of the several Judges should be the same, if no attention is to be paid to any of the special circumstances (expense of living and so forth) which have been enumerated, why the pay at some stations should be higher than at others. It only remains to point out that if the salary of all the Sudder Judges, supposing them to be three in each Court, be fixed at the rates proposed for Agra and Madras, viz. one Judge on Rupees 45,000 and the others on Rupees 42,000, exactly the same saving would be effected in the four Courts as under the arrangement proposed by Mr. Ricketts, or if there are more Judges at Calcutta on the same salary, the saving will be greater.

25. The Judges have not noticed the plan proposed that one of them should manage the executive department alone, for the case seems fairly laid down for consideration by Mr. Ricketts, and whether the plan should be adopted or not, is, perhaps, better left for others than the Judges to decide.

26. As regards the Registrar's salary, the Judges would remark that, if all their duties are the same, they see no reason why the Registrar, any more than the Judges at Bombay, should not receive the same pay as they do elsewhere, and that, unless some alteration is made in the duties which the Registrar at Bombay has by Regulation to perform, such as keeping the record of proceedings, &c., which the Court believe he is exempt from at Calcutta and elsewhere, they see very good reason why their Registrar should be better paid than the others.

I have the honour to be, &c.

(Signed) M. A. Coxon,
Registrar.

No. 714 of 1857.

To the Registrar of the Sudder Adawlut.

Sir,—In your letter No. 374, dated the 21st of February 1857, explanatory of the apparent disparity noticed by Mr. Ricketts between the duties imposed upon the Judges at Bombay and those at the other Presidencies, the number of Judges in the Sudder Adawlut at Calcutta is stated to be ten.

The Right Honorable the Governor in Council is under the impression that the permanent establishment is five, and that the remaining five Judges are extra, and only appointed, like the two extra Judges in Bombay, for a temporary purpose.

The Judges will be good enough to state whether the permanent number of Judges at that Presidency is ten or five.

I have the honour to be, &c.

(Signed) H. L. Anderson,
Secretary to Government

Bombay Castle, 9th March 1857.

No. 513 of 1857.

To the Secretary to Government, Judicial Department.

Sir,—In acknowledging the receipt of your letter No. 714, dated 9th instant, inquiring whether the permanent number of Judges in the Sudder Adawlut at Calcutta is ten or five, the Judges direct me to state that they have no official information on this point ; but Mr. Ricketts' minute, referred to in my letter of the 21st ultimo, No. 374, mentions

Present,
W. E. Frere,
W. H. Harrison, and
R. Keays, Esquires.

ten as the number, five permanent and five extra, while the printed reports for last year mention three extra Judges as all sitting together.

2. The impression the Court had was that ten was the number of Judges who performed the work shown in the statement given in Mr. Ricketts' minute, and the return for Bombay was of the work performed before any extra Judges were appointed. So that, unless the returns for Calcutta show only what the permanent Judges have done, and all the work performed by the extra Judges has been left out of it, the Judges would submit that the fact of whether there are seven or ten Judges at Calcutta will not make much difference as regards the arguments to be deduced from the work performed there, and the fact of there being extra Judges in Bombay will make none, as they had not done any work.

I have the honour to be, &c.

(Signed) M. A. Coxon,

Bombay, Sudder Adawlut, 19th March 1857. Registrar.

No. 24 of 1857.

Judicial Department.

To the Secretary to the Government of India.

Sir,—With reference to the observations contained in paras. 4 to 6 of your letter No. 1630, dated the 26th December last, relative to the apparent disparity between the duties imposed on the Judges of the Bombay Sudder Court and those of the same Courts in other Presidencies, I am directed to transmit, for the information of the Right Honorable the Governor General in Council, copies of the correspondence, noted in the margin, with the Judges of the Sudder Court at this presidency on the subject alluded to.

From the Registrar Sudder Adawlut, dated 21st February 1857, No. 374.
To the Registrar Sudder Adawlut, dated 9th March 1857, No. 711.
From the Registrar Sudder Adawlut, dated 19th March 1857, No. 513.

2. In forwarding this correspondence, I am desired to intimate, that without endorsing all the arguments of the Judges, this Government regards their first letter as an able and satisfactory vindication of the efficiency of the Sudder Court of the Bombay presidency.

3. The only objection which occurs to the Right Honorable the Governor in Council is to the argument implied in the 5th paragraph, "that responsibility (according to Mr. "Ricketts) does not attach itself so much to power in the abstract as the number of times "that power is exerted." Mr. Ricketts was endeavouring to regulate salaries not only with reference to responsibility but to labour, and in the consideration of the latter element the number of times that power was exerted each time requiring a certain mental effort, was very fairly allowed to have its due weight. The Judges of the Sudder Court at Bombay, however, on the whole, appear to have fairly shown, in the opinion of the Right Honorable the Governor in Council, by the general tenor of their remarks, that no unequal portion of labour in comparison with the Sudder Courts of other Presidencies is imposed upon them.

4. A copy of the correspondence now transmitted to the Government of India has been forwarded to the Commissioner for the revision of Civil Salaries and Establishments throughout India.

I have the honour to be, &c.

(Signed) H. L. Anderson,
Secretary to Government.

Bombay Castle, 8th April 1857.

(True copy)

H. L. Anderson,
Secretary to Government.

24.

Appendix No. 8.

Officers of Pay Audit and Account in Bengal.

No. 877.

FROM

THE SECRETARY TO THE GOVERNMENT OF BENGAL,

To

H. RICKETTS, Esq

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

DATED FORT WILLIAM, *the 28th December* 1856.

GENERAL.

SIR,

I am now directed to reply to that portion of your proposed report to the Supreme Government, enclosed in your letter of the 11th of October last, which has reference to the Offices of Account.

2. The Lieutenant Governor cannot but agree, generally, with the opinion you have expressed, that the mere training of the Accountant's Department will not of itself fit a man for the important position of Accountant General, which requires, doubtless, a more extended official experience than can be gained in the Treasury. Your objection is however so expressed, as to leave room for the supposition that the differences of exchange between distant parts of this wide and various empire are dependant in a large measure on the financial skill of the Accountant General. This may perhaps not be your meaning, but if it be your meaning, the Lieutenant Governor would desire to express his strong doubts of the soundness of the opinion.

3. It may be observed that the Chief Officer in the Account Department has often been selected from among the ablest public servants, and the office is at present most worthily filled, as is also the Office of Accountant to the Government of Bengal, the latter by an Officer trained as a Mofussil Collector, which the Lieutenant Governor believes that you will agree with him in thinking a very good training for the Office.

4. His Honor thinks that the proposed reduction of salary in the Office of Accountant General is unadvisable. For the Office of Accountant to the Government of Bengal, as for the Office of Accountant General, an able Officer is required, who must be shut out from promotion in the general line of the service, and the Lieutenant Governor would very much regret to see the salary of this Office reduced. He trusts that it will be maintained at the rate recently fixed by the Honorable Court.

5. As regards the Office of Sub Treasurer, the Lieutenant Governor agrees with you in thinking that the salary attached to it should remain as it is, though he is not prepared, in measuring the responsibility of the Office, to attach so much importance as he understands you to do to the amount of Cash in the Treasury.

6. In regard to the Office of Civil Auditor, the Lieutenant Governor observes that the Officer holding that appointment, though he may rise to be Accountant or Accountant General, or to any other Office in the Treasury Department, will be cut off from general promotion. The Civil Auditor, in the Lieutenant Governor's opinion, ought to be an officer of very respectable qualifications, and the salary which you propose will not, he thinks, attract to, or retain in the Office any fit Covenanted Civilian. His Honor considers the proposed salary much too low. The present salary is one which was reduced from Rupees 36,000 to its present scale, and His Honor would not recommend its further reduction.

I have the honor to be,

SIR,

Your most obedient servant,

W. GREY.

Secretary to the Govt. of Bengal.

25

Offices of Account in the North West Provinces.

APPENDIX No. 4

No. of 1856.

FROM

C. B. THORNHILL, Esq.

Offg. Secretary to the Govt. of the North Western Provinces.

To

H. RICKETTS, Esq.

Commr. for the Revision of Civil Salaries and Establishments throughout India.

DATED HEAD QUARTERS, NYNEE TAL, *the 17th September*, 1856.

FINANCIAL DEPARTMENT.

SIR,

I am directed to acknowledge the receipt of your letter No. 489, of the 9th Instant, forwarding for submission to the Lieutenant-Governor, a further portion of your report embracing the Offices of Account.

2. The Lieutenant-Governor, I am desired to observe, is of opinion that there is a marked distinction, in their nature and principle, between the duties of Accountant, and Civil Auditor in these Provinces.

3. The duty of the Civil Auditor is of a much more simple and formal character, requiring only generally good habits of business, and an intelligent and careful application of prescribed rules. It is not necessary, in the view of the Lieutenant-Governor, that this post need be filled by an officer of the Covenanted Service. It has been, in truth, used mainly for the purpose of finding employment for Officers not possessed of all the qualifications which would fit them for the charge of a District in the ordinary course of promotion. The Lieutenant-Governor would prefer to see this appointment held permanently by an Uncovenanted Officer qualified by good character, and business training and capacity; and does not think that a higher remuneration need be attached to it than 12,000 Rupees a year, which is three thousand Rupees a year less than the salary which you have proposed

4. The Lieutenant-Governor would, personally, not be indisposed to place the united charge of the offices of Account and Audit in the hands of one Officer, such Officer acting in the Audit branch merely as a referee in cases of special doubt and difficulty, while all the ordinary detailed duties of Audit might be performed by a competent Uncovenanted Officer, authorized to execute them on his own responsibility; but it is understood from your remarks that the union of the functions of Accountant and Auditor has been definitively disallowed by the Government at Home.

5. To the Accountant in these provinces, it appears to the Lieutenant-Governor that, you propose to allow too low a salary. The Accountant exercises important functions of direct control over all the Collectors and other custodians of public money throughout the country. He can, (subject only to the general control of Government), prescribe forms of account, and give orders upon many points which require that he should be maintained in a position of recognized weight and prominence in the administration.

6th. The Accountant under this Government has also an important care and duty in his capacity of Superintendent of resources, being in fact the financial adviser of the Lieut.-Governor upon all questions relating to the keeping the large Military treasuries of Upper India in full supply, and in providing the means for timely remittances, as may be required for the heavy Military and Civil disbursements in the Punjab.

7. For an officer in this position, requiring experience both in general Finance, and in the practice of revenue offices and accounts, the Lieutenant Governor does not think that a lower average salary than 27,000 Rupees per annum, which is superior to that of a Magistrate and Collector in your proposed scheme, and somewhat short of the maximum proposed in a former letter for a Civil and Sessions Judge, should be assigned.

8. It is indeed desirable that the officer employed as Accountant should be chosen, at whatever period of his service he may be found, for his fitness for the peculiar duty, and be induced to remain in the appointment without looking for any early promotion in the general branches of the Service.

9. The Lieutenant-Governor would, on the above account, recommend that the principle, which has been sanctioned by the Supreme Government for the special office of Director of Public Instruction, should also be followed in regard to the Accountant, and that a maximum salary should be fixed, which should be reached by a gradual increase, with a fair reference to the standing of the officer selected.

10. This maximum the Lieutenant-Governor would desire to establish at 30,000 Rs. per annum, the whole remuneration being regulated so that the average should not exceed Rs. 27,000 per annum,—the funds for which could be provided, without any augmentation of the charge contemplated by your own plan, by adding the sum of 3,000 Rupees per annum, which it has above been suggested to take from the allowance of the Civil Auditor, to the 24,000 Rupees per annum, which has been named by you for the Accountant.

I have the honor to be,

SIR,

Your most obedient servant,

C. B. THORNHILL,

Offg. Secy. to Govt of the North West Provinces.

HEAD QUARTERS, NYNEE TAL,
The 17th September 1856.

APPENDIX N° 10. Officers of Account in the Punjab.

No. 1984.

FROM

CAPTAIN H. R. JAMES,

Offg. Secy. to the Chief Commr. for the Punjab.

To

H. RICKETTS, ESQ.

Commr. for the Revision of Civil Salaries and Establishments throughout India.

DATED LAHORE, *the 22nd September* 1856.

GENERAL.

SIR,

I am directed to acknowledge the receipt of your letter No. 490, dated 9th instant, enclosing the portion of your report to Government embracing the Offices of Account, and in reply to state, that the Chief Commissioner entirely approves of all you have proposed.

I have the honor to be,

SIR,

Your most obedient servant,

HUGH R. JAMES,

Offg. Secy to the Chief Commr. Punjab.

LAHORE,
The 22nd Sept. 1856.

APPENDIX No. 11. Officers of Account in Bombay

No. 231 of 1857.

TERRITORIAL DEPARTMENT.

Finance.

To

H. RICKETTS, Esq.

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

SIR,

With reference to your letter, No. 670, dated 15th ultimo, I am directed to forward, herewith, copies of the Reports made by the Officers named in the margin, on your proposals respecting a revision of the salaries of the Offices of Account.

Report by the Accountant General No. 2082, dated 26th January, 1857.
Report by the Civil Auditor No. 1298, dated 26th January, 1857.
Report by the Sub Treasurer No. 146, dated 28th January 1857.

2. The Right Honorable the Governor in Council is of opinion that the expediency of providing an Assistant in the Offices of the Sub Treasurer and Civil Auditor, qualified to conduct the current duties on any casualty, which may prevent the attendance of the Head of either of those Offices, is worthy of consideration.

3. As regards the relative importance of the Offices of Sub Treasurer and Civil Auditor, His Lordship in Council is inclined to consider that they by no means accord with the proposed remuneration assigned to each.

4. It cannot be questioned that where large sums of money are to be received and disbursed, heavy responsibility must be incurred. But the qualifications necessary for the efficient superintendence of a Cash Office are not of a high order—steady attention to business, combined with that probity which is essential in every Officer of trust, is sufficient for the due performance of the duties of a Treasury.

5. In the Civil Audit Office, on the other hand, it appears to His Lordship in Council that great vigilance, quick apprehension, and a complete acquaintance with the constantly changing details of the authorized expenditure of every public Office, are necessary for the protection of the Government interests, with which the Auditor is entrusted. The experience and knowledge required by this Officer cannot be quickly acquired, and His Lordship in Council considering these circumstances, and that the disbursements of the highest Officers of the State are subjected to review and criticism in the Audit Office, is of opinion that it should be held by an intelligent and experienced Officer, with proportionate remuneration.

6. The great expense of living in Bombay, I am desired to observe, should not be overlooked in settling the remuneration of Officers in the department of Accounts.

I have the honor to be,

SIR,

Your most obedient servant,

H. YOUNG.

Offg. Chief Secy. to Govt.

BOMBAY CASTLE,
20th February, 1857.

32

APPENDIX No. 12.

Offices of Account in Bombay.

No. 539 *of* 1857.

TERRITORIAL DEPARTMENT,

FINANCE.

To

H. RICKETTS, ESQUIRE,
Commissioner for the revision of civil salaries and Establishments throughout India.

BOMBAY CASTLE, 11*th May* 1857.

SIR,

In continuation of Mr. Chief Secretary Young's letter No. 231, dated the 20th February last, I am directed to forward to you the accompanying copy of a resolution* since recorded by this Government on the subject of a revision of the salaries of the offices of account.

I have the honor to be, &c.
J. D. INVERARITY,
Acting Chief Secretary to Government.

RESOLUTION PASSED BY GOVERNMENT UNDER DATE THE 30TH APRIL 1857.

His Lordship in Council is of opinion that in reducing the salary of the Accountants General at Madras and Bombay to Rupees (26,000) twenty-six thousand, Mr. Ricketts has, to some extent, lost sight of the cogent reasons which he has himself pointed out for dealing liberally with this class of officers. It appears to the Right Honorable the Governor in Council that the Accountant General should receive at least as much as a Revenue Commissioner.

2. He has the control of all the treasuries under the presidency, and has not unfrequently to act on emergencies on his own judgment, thus incurring heavy responsibilities. Being, moreover, the head of a department, he has no further promotion to look to. For these reasons, his salary should not, in the opinion of this Government, be reduced beyond Rupees (30,000) thirty thousand per annum.

3. Mr. Ricketts proposes that all the Assistants to the Accountant General should be Uncovenanted Servants. Without laying great stress on the training obtainable in an account office, His Lordship in Council hardly thinks that it would be expedient to place at the head of that office one who was quite ignorant of all its details; and, for this reason, he would prefer that the Assistantships should be generally held by Covenanted Officers. He has no objection to the rates of salaries proposed to be given to those officers.

* Dated 30th April 1857, recorded on Mr. Ricketts' original letter of 11th October 1856, with accompaniments.

34.

Appendix No. 12
Offices of Accounts in Bombay.

4. His Lordship in Council has no objection to offer to the proposal made by Mr. Ricketts for the Sub-Treasurer's salary being fixed at Rupees (24,000) twenty four thousand, he being relieved from the Superintendence of Stamps.

5. The principle on which the remuneration of the Civil Auditor, to whom it is proposed to transfer also the Superintendence of Stamps, is fixed at so low an amount as Rupees (18,000) eighteen thousand per annum, appears to the Right Honorable the Governor in Council erroneous. He considered that the qualifications necessary for a good and efficient auditor of Accounts are of a higher order than those required for the office of Sub-Treasurer.

6. The duties of the latter office are such as call for no special acquirements beyond a knowledge of ordinary Book-Keeping, steadiness, and integrity; qualities which may be presumed to be possessed by every Civil servant. There are no doubt heavy responsibilities of a pecuniary kind involved in the receipt and payment of crores of Rupees; and therefore His Lordship in Council would not wish to place the Sub-Treasurer's salary lower than proposed by Mr. Ricketts, but he would raise that of the Civil Auditor, and make it at least equal to the Sub-Treasurer's. It is obvious that matured experience and thorough knowledge, not only of accounts generally, but, of every order of government bearing on disbursements, are required by an auditor of accounts. Unceasing vigilance is no less necessary than extended information, and these are qualities which are largely paid for in all markets, and should meet with liberal recompense in the Government service.

J. D. INVERARITY,
Acting Chief Secretary to Government.

APPENDIX No. 13.

Officers of the Customs Department in Bengal

No. 677.

GENERAL DEPARTMENT.

From the SECRETARY TO THE GOVERNMENT OF BENGAL,

To H. RICKETTS, Esq.,

Commissioner for the revision of Civil Salaries and Establishments throughout India.

Dated Fort William, the 24th October 1856.

SIR,—In continuation of my letter No. 631, dated the 13th instant, I am directed by the Lieutenant Governor to communicate the following remarks on the third note enclosed in your letter of the 18th ultimo, having reference to the salaries to be assigned to the Officers of Customs.

2. All the remarks with which this note commences had led the Lieutenant Governor to expect that you did not consider the present salary of the Calcutta Collector of Customs as more than equivalent to the importance, and gradual increase of the duties to be performed. It is shown in your note that the collections of export and import duty have increased seven-fold during the last twenty years, while the cost of the agency has been diminished by more than 40 per cent.; and the collections on Marine Bills are also shown to be heavy, and it is admitted that qualifications of a high standard are required for the office.

3. You propose, however, to regulate the salary by reference to that of another office, namely, a Commissionership of Revenue and Circuit, and, having proposed to fix the salary of this latter office at Rs. 32,000 per annum, you name Rs. 28,000 as a sufficient salary for the Collector of Customs. The duties of the appointment you admit to be "weighty and irksome," but not equal in responsibility to the duties of a Commissioner of Revenue and Police.

4. In this estimate, thus generally expressed, of the relative responsibility of the two offices, the Lieutenant Governor is inclined to agree. The responsibilities which belong to the office of a Commissioner of Revenue and Police, His Honor certainly considers to be of a higher order than those which devolve upon the Collector of Customs, but on the other hand, the latter are beyond all doubt very great, and are in some respects more immediately pressing and tangible than those of a Commissioner; and as regards personal liability in a pecuniary point of view, it must not be overlooked that a responsibility rests upon the Collector of Customs from which the Commissioner of Revenue is free. On the whole, the Lieutenant Governor does not consider the difference of responsibility in the two offices to be more than is counterbalanced by the necessity which is entailed on the Collector of Customs of a residence in Calcutta.

5. The head quarters of all the Commissioners are in the Mofussil, and having regard to this difference, the Lieutenant Governor would not fix the salary of the Collector of Customs at a lower sum than the salary of a Commissioner of Revenue and Police. It should not, he thinks, be left wholly out of consideration that the Commissioner is in a position where he has far greater opportunities than the Collector of Customs has of bringing himself favorably to the notice of Government, and consequently a better prospect of further advancement to the highest posts in the Service than is enjoyed by the Collector of Customs.

Appendix No. 13.

Officers of the Customs Department in Bengal.

6. The Lieutenant Governor is unable to concur in your views regarding the Deputy Collectorship of Customs. His Honor is strongly opposed to the principle of paying Natives of the country and Europeans on the same scale for the performance of the same duties; and adverting to your concluding remark, cited in the margin, he desires me to say that he recognises it as a general rule that Europeans ought not to be appointed to any office in the Uncovenanted Service for which a qualified Native of India can be found. He deprecates, however, the requiring of a certificate from Government to that effect whenever it seems expedient to the Government to appoint an Uncovenanted European to any post. The Lieutenant Governor is of opinion that the Deputy Collectorship of Customs should be retained as a Covenanted appointment.

"And not allowing the appointment of an Uncovenanted European without a certificate that the services of an East Indian or Native qualified for the office were not procurable."

I have the honor to be,

Sir,

Your most obedient servant,

W. Grey,

Secretary to the Government of Bengal.

APPENDIX No. 14.

Miscellaneous Papers respecting the Offices of Customs, N. W. Provinces.

Customs, N. W. P. W. Muir, Esq.

No. 458 A of 1856.

From WILLIAM MUIR, *Esquire,*
Secretary to the Government of the North Western Provinces.

To H. RICKETTS, *Esquire,*
Commissioner for the revision of Civil salaries and Establishments throughout India.

Dated Head Quarters, Nynee Tal, The 12th May, 1856.

SIR,

In reply to your letter, No. 77, dated the 5th Instant, regarding the Office of the Commissioner of Customs, I am directed to state, that in compliance with your request, copies of any papers there may be on the subject, will be procured from the Agra Secretariat for your perusal.

Separate Revenue Department.

2nd. But His Honor the Lieut. Governor can have no hesitation in at once recording his conviction, that the adoption of the suggestion contained in your 2nd para. would have an effect not short of the ruin of a Department, which has been brought to its present state of high efficiency, mainly because it has had the benefit of the peculiar experience, and the uninterrupted attention of single minds, free from the distraction of other duties. There was for some time a superior Collector of Customs for the Northern, and another for the Southern Division of the Customs Line. For several years, there has been for the whole line, only one Superintending Officer, the Commissioner of Customs, reporting, indeed, through the Board, but in a constant personal correspondence and communication with the Lieutenant Governor himself.

3rd. The Department is one which demands a special interest and knowledge, a distinct and carefully trained Agency,—and a thorough unity and promptitude of control. Under the system now existing, its revenues have risen, taking the main article of salt alone, from Rupees 9,59,918, to fifty lakhs yearly, and a sensible further increase, may, under altered arrangements of the line recently adopted, be reasonably looked for in future years.

4th. The Board of Revenue are useful advisers upon general principles, or points of practice in Customs administration; but the very marked improvement of the Department is, indisputably, owing to its having been under the care of successive controlling Officers, selected for the energy and intelligence which have fitted them to guide an extensive administration, and to take wide and sound views of the proper course to be followed in the direction, from time to time, of our Customs policy. The line reaches from Fazilka on the Sutlej, to the borders of Candeish, and of Nagpore, and now the grave question of the mode of dealing with the large production of salt within the Oude Territory, has arisen for discussion.

Eight (8) Collectors and one Assistant
Thirty one (31) Patrols.
Fiftyfive (55) Assistants.
30 Writers of English.
292 do. of the Vernacular.
85 Darogahs or Search.
8351 Men and their Jemadars.

8758 Eight thousand seven hundred and fifty eight.
Including some men of Jhansie and Saugor or 9000 men.

APPENDIX No. 14.

Miscellaneous Papers respecting the Offices of Customs, N. W. Provinces.

Customs,
N. W. P.
W. Muir, Esq.

5th. The Law Revenue Collectors of those Provinces, engrossed by their various arduous functions, many of which are of a strictly judicial character, and cannot therefore be postponed, could give no effective attention to the supervision of the Customs collections or Agency.

6th. A copy of a Pamphlet by Mr. Hickie, late Collector of Customs at Dehlie, is forwarded herewith for your information, you will have the goodness to return it to this Office after perusal.

I have the honor to be,
Sir,
Your most obedient Servant.
W. MUIR,
Secretary to Government N. W. Provinces.

Head Quarters,
Nynee Tal,
The 12th May, 1856.

APPENDIX No. 15.

Officers of the Customs Department in Madras

No. 99.

REVENUE DEPARTMENT.

From H. FORBES, Esq.,

Acting Secretary to the Government of Fort Saint George,

To H. RICKETTS, Esq.,

Commissioner for the revision of Civil Salaries and Establishments throughout India.

Fort Saint George, 26th January 1857.

SIR,—With reference to the suggestions contained in the part of your proposed report affecting the officers of Customs, furnished to this Government with your letter dated 10th September last, No. 477; I have the honour, under the orders of the Right Honorable the Governor in Council, to transmit to you the enclosed copy of a communication received from the Board of Revenue on the subject, so far as respects the salaries of the Sea Customs Department of this Presidency.

Dated 24th December 1856.

2. The Board, you will observe, recommend that the salary of the Collector of Sea Customs at Madras should not be fixed at less than that of the Collector of a ryotwar district, which at present is Rs. 28,000 per annum. The Board assent to your proposition to substitute an Assistant, on a salary of Rs. 7,200 per annum, for the present Deputy who receives Rs. 18,000. They are further of opinion that this Assistant should be a member of the Uncovenanted Service.

3. The Right Honorable the Governor in Council desires me to express his full concurrence in the view taken by the Board.

4. The question of reducing the subordinate establishment in the Department, will receive consideration after the completion of the revision of accounts, and simplification of the rules regarding the Custom Office now in progress.

I have the honor to be,
Sir,
Your most obedient Servant,
H. FORBES,
Acting Secretary to Government.

No. 4410.

From J. D. SIM, Esq.,

Acting Secretary to the Board of Revenue,

To J. D. BOURDILLON, Esq.,

Secretary to Government, Revenue Department.

Dated Fort St. George, 24th December 1856.

SIR,—In conformity with the request contained in the Minutes of Consultation of Government under date the 15th October 1856, No. 1096, I am directed to submit the opinion of the Board on the several proposals and observations of the Commissioner for the revision of Civil Salaries and Establishments in regard to the Madras Sea Custom House.

Appendix No. 15.

Officers of the Customs Department in Madras.

2. The proposals are as follows :—

1st. That on a vacancy occurring, the salary of Collector of Customs at Madras should be fixed at Rs. 18,000 per annum.

2nd. That the office of Deputy Collector of Customs be abolished, and an Assistant, Covenanted or Uncovenanted, appointed on a salary of Rs. 7,200 per annum.

3rd. That the salaries of some of the subordinate officers of the establishment should be reduced; the decreased salary being brought on the books, and a personal allowance granted to the incumbent till there shall be a vacancy.

3. It is shown that while in Calcutta, with a Sea Custom revenue amounting to nearly 1½ crore of Rupees annually, the Covenanted executive agency costs Rs. 56,000 per annum only; in Madras the Covenanted officers of the Sea Custom Department receive Rs. 58,800 per annum, and collect very little more than 7 lakhs.

4. From the Collector's letters noted in the margin, and their enclosures, which are submitted herewith, it appears that in Calcutta, besides a Covenanted Deputy Collector, there is a Superintendent of the Preventive Service on Rs. 800 a month, and that the establishment numbers 313 persons, of whom the majority are Europeans and East Indians, independently of servants of the class of Peons. The Board are not aware how far any of the duties which here devolve on the Collector, or his Deputy, are in Calcutta performed by these superior officers; but whatever may be the amount of assistance derived from them, it cannot be denied that the cost of the Covenanted agency at Madras, compared with that at Calcutta, is very large in proportion to the revenue, and ought, on a revision of salaries, to be reduced.

From Collector of Sea Customs, 28th May, in Cons. 4th June 1856.
From do. 26th July, in Cons. 3d Sept. 1856.
Enclosure No. 3 from Collector of Sea Customs, 26th July, in Cons. 3d September 1856.

5. From this conviction the Board do not hesitate to assent to the substitution of an Assistant, on a salary of Rs. 7,200 per annum, for the present Deputy who receives Rs. 18,000, and they are of opinion, that as frequent changes in the incumbent of an appointment, of which the duties can only be learned on a single establishment, should as much as possible be avoided, it is desirable that he should belong to the Uncovenanted Service.

6. As regards the Collector himself, the Board, while they admit that if the proportion to revenue is alone to be considered, Rs. 18,000 per annum is not an inadequate salary, are yet apprehensive that it will be insufficient to induce officers of the requisite ability to remain in it sufficiently long to acquire an aptitude in its peculiar duties. Cases are of constant occurrence in the Sea Custom House, which, unless decided with judgment and firmness, would involve considerable embarrassment, if not loss to Government, and on this account, the Board think it desirable that the office of Collector should be filled by a person of standing and experience. The circumstance may be adduced as an argument for the appointment to it of an individual not in the Covenanted Service, and the Board are disposed to allow that there are reasons in favor of such a step; but it will not be easy, they think, as matters stand at present, to secure the independence, and weight and influence which are essential to the due performance of the duties out of the Covenanted branch.

7. Taking into consideration all the circumstances bearing on the efficiency of the office, and the prospect of a rapid increase in the trade of the port, the Board would recommend that the salary of the Collector may be put on the same footing as that of the Collector of a ryotwaree district.

8. They have taken longer to reply to the reference on this subject than they would otherwise have done, from their wish to consider whether the views of the Commissioner could not be met, and the necessary qualifications at the same time secured, by the measure often proposed of amalgamating the offices of the Collectors of Madras and of the Sea Customs; but a careful perusal of the correspondence which passed on the several occasions when the propriety of altering the salary, or constitution of the former office has been discussed, and consideration of the present circumstances of the district, have convinced them that it is desirable that it should enjoy the undivided attention of an experienced Collector. Its revenue, which is more that 13 lakhs, exceeds that of the majority of the districts of the North-Western Provinces, and is composed of items which require

minute superintendence. Much time of the Collector is also taken up in a matter which has no direct relation to the revenue, but is very important to the interests of the people of Madras, viz. the grant of certificates of the registry of transfers of land. If such transfers are objected to, the Collector inquires into their validity, and grants certificates, or withholds them, according to the impression made on his mind by the evidence. Great value is attached by the Natives to these certificates; and it may be supposed that much litigation and fraud is prevented by them when their grant is known to be preceded by careful examination. At the same time the ability to form a sound judgment on the questions which arise in the course of such investigations, is not to be expected except from an officer of experience. The Board therefore think that a Collector is required by Madras, and that his time is fully occupied by his present duties; were it otherwise, it would be inconvenient that both Departments should be superintended by one person, inasmuch as the decisions to be passed in each, especially in that of Sea Customs, ought to be prompt, and not subject to an appeal except to the Board. Evidently the convenience of the Mercantile community demands that the Collector of Sea Customs should be always found in the Custom House during office hours; and the Board very much doubt whether the duties of the Collector of Madras, even if they were less onerous than they are, could be efficiently performed by an officer unable to leave the beach. But, however that may be, those duties are, as already stated, sufficient in their opinion to occupy the whole time and attention of an experienced officer.

9. Into the question of the reduction of the salaries of some of the subordinates on the Sea Customs establishment they trust to be excused entering at present, because the subject of the propriety of altering and simplifying the arrangements of the Department, which is intimately connected with it, is now under consideration, and will necessarily take some time in disposal. When the latter task is performed, they will lose no time in reviewing the establishment, with a view to reduction of expense, if practicable.

(A true copy)

H. Forbes,

Acting Secretary to Government.

42

APPENDIX No. 16.

Officers of the Customs Department in Bombay

No. 2348 of 1857.

Territorial Department, Revenue.

To H. Ricketts, Esq.,

Commissioner for the revision of Civil Salaries and Establishments throughout India.

Bombay Castle, 12th May 1857.

Sir,—The Right Honorable the Governor in Council having had under consideration your printed report on Customs, has directed me to communicate to you the following observations with regard to the Department under the Commissioner of Customs, Salt, and Opium, Bombay.

2. In the comparison which you have drawn between the several duties and responsibilities of the heads of the Customs Departments at Calcutta and Bombay, the importance and difficulty of the task assigned to the Commissioner of Customs, Salt, and Opium under this Presidency, appear to his Lordship in Council to have been somewhat under-estimated. When you state that the Collector of Customs at Calcutta collects a crore and forty-one lakhs of Rupees annually all at one port, and that the Commissioner of Customs at Bombay collects (exclusive of Opium) fifty-seven lakhs at a vast number of places, you by no means state all that is essential to a just comparison of the two offices.

3. While giving the Collector of Customs at Calcutta credit for the realization of eighty-six lakhs of Rupees as import duty on Salt, you omit to give the Commissioner of Customs at Bombay equal credit for upwards of a crore of Rupees realized on the exportation of Opium. It appears to his Lordship in Council a very unfair view of the Opium revenue which you take, when you say that "it is in fact levied at Indore," the payment being arranged for at Bombay merely as a matter of convenience to all parties. The duty on Opium is, to all intents and purposes, a Customs duty on its exportation, and it differs from other export duties only that parties intending to export the drug enter into an agreement to pay the export duty before removing the Opium for transit through our districts to the Coast.

4. The Malwa Agent, it is true, grants passes to parties so agreeing, but he is not the officer who is answerable that they abide by their agreements. It is not to him that Government look for preventing the illicit exportation of Opium; he can exercise no control whatever over it when it has once left Malwa. It is the Commissioner of Customs, Salt, and Opium alone whose duty it is to see that no untaxed Opium leaves the country. In point of fact, his task would be simpler than it is, if he had merely to levy an export duty of Rs. 400 per chest on all Opium brought for exportation, and he would be more entitled to credit from you for such a simple levy of export duty than the Collector of Customs at Calcutta is for the levy of import duty on Salt, inasmuch as the difficulty of efficiently superintending the realization of an enormous export duty of about 100 per cent. on an article produced in the country, is notoriously greater than that which is met with in securing import duty on an article imported only by sea, as is the case with the Salt imports at Calcutta.

5. But the Commissioner of Customs has a more difficult task as regards Opium than the realization of a simple export duty. He has to keep an account current with the exporters of Opium until the entire quantity for which they may have passed agreements to the Opium Agent in Malwa, and on which duty has been paid in Bombay, has been exported, and such accounts extend frequently over several years before they are closed.

Appendix No. 16.

Officers of the Customs Department in Bombay

6. The whole management of the sale of Opium for internal consumption within the Presidency also devolves on the Commissioner of Customs; for this very onerous duty he receives no credit whatever at your hands.

7. But the most important point in which the duties of the Commissioner of Customs at Bombay differ from those of the Collector of Customs at Calcutta, so as to affect a comparison founded on the value of the revenue realized by each, is the management and control of the Salt excise. The labor and difficulty with which an excise duty of about twenty-eight lakhs of Rupees per annum is realized, greatly exceed what is required for the collection of Customs duty to a much larger amount.

8. There are more than 500 Salt-works in this Presidency, and the control of the Commissioner's establishment extends in each of these works to the minutest details. Not only has the Commissioner to provide for the levy of excise duty on the Salt removed from the pans, but he has to provide for the safe custody of the Salt from the hour of its production. With this object he keeps an account of every pound of Salt manufactured from day to day; he watches it while yet under process of crystalization in the Salt-pans; superintends its subsequent disposal in store, or in heaps, at the place of manufacture; and never loses sight of it until the excise duty on it has been paid, and it is finally removed for consumption. The Commissioner of Customs, Salt, and Opium is in fact "Salt Agent" for the entire Presidency, and is almost as closely connected with the details of the manufacture and sale of Salt as a Salt Agent under the Bengal system.

9. If the Collector of Customs at Calcutta is considered to be only adequately remunerated by a salary of Rs. 28,000 per annum, the Commissioner of Customs, Salt, and Opium in Bombay, would not, in the opinion of his Lordship in Council, be too highly paid if allowed a salary of Rs. 36,000 per annum.

10. His Lordship in Council cannot think that the proposed reduction in the salaries of the Deputy Commissioners is judicious. The senior Deputy will, in fact, be the Collector of Customs at the port of Bombay, the commerce of which is only second to that of Calcutta. The Commissioner will have various duties to perform at a distance from Bombay, and will be occupied the greater part of the year in traversing the 700 miles of space through which his charge extends from north to south. In like manner, the Deputies in Guzerat and the Concan will have independent and important duties to perform.

11. It seems to the Right Honorable the Governor in Council that one at least of the Deputies should be a Covenanted servant, if it be intended, as seems most desirable, that the head of the Department should continue to be a Covenanted officer. Without some training in a subordinate appointment, Government will hardly be able to obtain officers qualified to fill so important a post. For this reason, one, if not more, of the Deputy Commissioners should, in the opinion of his Lordship in Council, always be a Covenanted officer; and, considering the importance of the duties devolving on the senior Deputy, his salary should not, in the opinion of the Right Honorable the Governor in Council, be less than Rs. 15,000 per annum. He would propose Rs. 12,000 for the second, and Rs. 9,600 for the third Deputy.

12. His Lordship in Council approves of the scale of pay proposed in your report for the several Assistant Collectors.

13. With reference to the remark made in the last paragraph of your report on Bombay, his Lordship in Council believes that, were the present Commissioner a member of the Board of Revenue, he would retain a great portion of the duties he now discharges. The Collector on Rs. 21,000 would have infinitely less to do than the Commissioner as at present. Otherwise your remark would be forcible and just.

I have the honor to be,
Sir,
Your most obedient Servant,
J. D. Inverarity,
Acting Chief Secretary to Government.

APPENDIX No. 14

Manner of Transacting Business in the India Secretariats.

MEMORANDUM BY THE MOST NOBLE GOVERNOR GENERAL,

Dated the 9th September 1853.

It is desirable that the monthly return of Business pending before the Government should be uniform.

I request, therefore, that the annexed form may be adopted by all the departments, mutatis mutandis.

I have already explained that the Return is to contain only papers *circulated to the Government* on which no orders have been passed.

(Signed) DALHOUSIE.

9th September 1853.

46.

APPENDIX No. 7

Manner of Transacting Business in the India Secretariats.

No. 1.

HOME DEPARTMENT.

List of papers circulated during the month of ..... on which orders have not been passed.

No. of cases	From.	Date.	Subject.	With whom.

48.

APPENDIX No. 14.

Manner of Transacting Business in the ~~Indian~~ Secretariats.

No. 2.

HOME DEPARTMENT.

List of papers circulated before the ..... on which orders have not been passed.

No. of cases	From.	Date.	Subject.	With whom.

50

APPENDIX No. 18.

Manner of Transacting Business in the India Secretariats.

MINUTE BY THE MOST NOBLE THE GOVERNOR GENERAL,

Dated 28th February, 1854.

1. After much consideration, and with some hesitation, I have at last resolved to draw the attention of the Council to the state of public business, with the view of adopting measures for facilitating and expediting the transaction of it among ourselves.

2. I am led to do so at the present moment partly because the recent large and rapid increase of business, likely to be still more augmented in a short time, calls for a special consideration of the established mode of conducting it, but principally because the extensive changes which will be introduced by the establishment of the new legislative Council on 30th of next April, will require an amount of previous deliberation and care which it will be hardly practicable for me to bestow upon them, unless by the introduction of new arrangements, I shall obtain in the interval more available time than I can command at present.

3. Although the peculiar circumstances of the present time form a principal motive for the reconsideration which is suggested of our present mode of conducting public business, yet the necessity for introducing a change, or at least the expediency of doing so, will continue after the immediate pressure under which we are now labouring shall have passed away.

4. Previous to the discussions on the late act for the Government of India by the East India Company, I took the liberty of submitting to the President of the Board of Control and to the chairman of the East India Company, a demi official Memorandum upon various important questions, connected with the administration of the Government of India. Especial attention was therein drawn to the enormous mass of affairs both general and local, by which the Governor General was oppressed, and the absolute necessity there was for relieving him from some portion of a burden, which it was not in mortal man to sustain. Upon this head I wrote as follows:

"The primary duty of the Governor General of India is the general government of the "Indian Empire. To those duties of general government, and to the general superintendence "of the several local governments, his whole time and attention should be given. Some encroach-"ment on the exact limits of this principle must probably be made for years to come, by the "necessity of providing for the government of the new provinces. But, ultimately, the head of "the administration ought to be, what his title imports, the Governor *General* of India; and he "ought to be relieved altogether from the labor of administering the details of a local Govern-"ment.

"I base this recommendation not upon any mere theoretical view of what the position of a "Governor General ought to be. I found it on my own personal experience of the fact, that it "is morally and physically impossible that the Governor General should efficiently discharge all "the duties that are now imposed upon him. He cannot properly discharge his functions as Go-"vernor General, and faithfully perform also the duties of the local Governor of Bengal.

"Those for whose consideration I submit this paper are personally aware that I am not liable "to a charge of arrogance when I say, that no man in the public service has worked harder and "more willingly than I have done since I entered it nearly ten years ago.

"As one of Her Majesty's servants at a time of peculiar pressure in England, and as Gover-

APPENDIX No. 18.

Manner of Transacting Business in the Indian Secretariats.

"nor General for now some years, I have had in a comparatively short period of time as much "experience of real business as most men. And I desire to declare emphatically, that no mortal "man can discharge all the duties now falling upon a Governor General, *in a manner satisfactory* "*to himself.* He may discharge them; nay he *must* discharge them somehow; for if he does "not, the whole machine of the Government would very speedily be clogged. But he does not "do the business *as* it *ought to be done,* and as he would himself desire to do it."

"I wish to sketch the outline of what it really is that the Governor General by the nature "of his office is expected to do."

"The mode of conducting the business of the Government is this:

"In each week, the Secretaries of the Foreign, the Home, the Financial and the Military "departments, at such times and under such rules as the Governor General of the day lays down, "transmit to him the official papers received in the department. The Governor General writes "such orders regarding each paper as it may seem to require. The papers are then passed on to "the other members of Council successively. If there is any difference of opinion, the paper on "which the difference arises is discussed at the Council, which meets once a week."

"The Government of Bengal has a separate Secretary, and is administered by the Governor "General alone, but in the same manner.

"Much of the business which is thus submitted is readily dismissed; but in the immense "variety and extent of subjects, there is a great deal that is intricate and important."

"The business of the Foreign office includes not merely questions of policy connected with "the numerous native states in India, but the military arrangements of Contingents, among "which some (such as those of the Nizam) give rise to much and difficult correspondence.

"It includes frequent judicial trials of Thugs and dacoits, all of which require careful "scrutiny.

"It comprises the internal government of Mysore, of the Saugor and Nerbudda territories, "of the Bundlecund States, and of the kingdom of the Punjab, and it will probably soon include "the province of Pegu.

"The Home Department transacts business connected with the judicial and revenue systems, "with the Ecclesiastical Establishment, with the Straits Settlements and with Railways. Lastly, "through it flows the whole course of Legislation.

"The Financial department conducts, as might be assumed, matters of Finance alone.

"In the Military department, the Governor General has brought before him a very volumi- "nous correspondence with the Commander in chief, upon every conceivable branch of military "affairs."

"All the chief appointments of the army come to him. Every thing connected with the "Army, Cavalry, Infantry and Artillery,—its pay; its clothing; its equipment; its lodging: every "thing must be decided by the Governor General in Council. Every Commissariat question, "every question of Public Works, from a sea wall at Tumbook to a plunge bath at Peshawur, every "thing in the department of ordinance Commissariat; every thing regarding the Studs, the "rearing of bullocks, the breeding of Camels, and the catching of Elephants; every thing comes "to the Governor General in Council.

"If an officer wants a furlough, he comes up to the Governor General to get it. If the "Military Auditor General brings a retrenchment against him before he goes, the Governor "General must settle it. To this must be added one large class of public business, which has "been most burdensome since I first landed here, viz., the personal wrangles of the Members "of the Military Board.

APPENDIX No. 18

Manner of Transacting Business in the India Secretariats.

"The mass which this aggregate accumulates is heavy indeed.

"In the Government of Bengal, the Governor General is expected to administer every local "detail of provinces containing forty millions of people and producing a revenue of ten millions "sterling. To these provinces are added the non regulation provinces of Assam, Arracan and "Tenasserim. All these he administers, and in so doing he must dispose of every question of "principle, of every question of practice, and, (most laborious task of all,) of every personal ques-"tion that arises; to which last class of business he is compelled in his conscience to give ample "and anxious attention, by the consideration of the consequences to the individual, which his "decision must involve.

"The aggregate number of papers comprised in this mass of public business which is sub-"mitted in various forms for the orders of the Governor General, (exclusive of thousands more "which are initialled but are formal, (such as Returns, Diaries &c.) amounts to upwards of "twenty thousand in each year."

"Upon every one of these papers which requires an order, the Governor General is expected "to initiate it. Vast numbers do require an order, very many require long and laborious "minutes, and the whole involves as a necessary consequence of the Governor General's position, "a very heavy demi-official correspondence besides.

"A glance at the outline I have sketched lightly, but without the smallest exaggeration, "will suffice to satisfy any person accustomed to business, that it is wholly impossible for any one "man to do it all, satisfactorily to himself and others, even though he were gifted at once with "transcendant powers of mind and with an iron endurance of frame, far beyond what I and "most other men can pretend to."

"For it will be seen in that single glance, that in his character as Governor General in "Council, every final order in every department of the general Government must originate with "him. No subject so great but that he must grapple with it all, no new expense so petty but "that his name is necessary to give it sanction. Throughout the whole of the empire, from "Methinkote upon the Indus to Debrooghur in Assam, from the summit of the Himalaya to the "Straits of Malacca, the Governor General in Council must himself initiate every order upon "every question, great or small, equally whether it be the annexing of a kingdom or the setting "up of a sentry-box.

"These, I say, are his duties as the Governor General in Council. Yet, in addition to these, "he is required to discharge the duties of local Governor of Bengal. That is to say, although "he is already doing in his own person all the duties of Prime Minister, of Foreign Secretary, "of Home Secretary, of Chancellor of the Exchequer, of President of the Board of Trade, of first "Commissioner of works, and of Secretary at War; he is required to assume, into the bargain, "the office and all the local responsibilities and duties of Lord Lieutenant of Ireland."

"The shoulders of Atlas could not bear up so unmeasured a burden. The day has but "twenty four hours in it in India as elsewhere. The climate of the East reduces the bodily "strength, impairs the mental vigor, and so renders impossible the endurance of severe labor for "as many hours in India as it could readily be borne, in England. Thus strength and time are "both inadequate to the double task imposed upon the Governor General, and therefore it is "that I have declared its satisfactory discharge to be impracticable."

5. The experience of the first few months of my administration of the Government of India in 1848, sufficed to shew me the hopelessness of every attempt to transact such a growing mass of multitudinous business, in a manner which should be satisfactory to myself or others. There was an obvious remedy for the evil in a fundamental change of system, and in the introduction of a mode of transacting business which should not impose upon the Governor General alone the labor of initiating every order upon every paper, of every sort, in every department of the admi-

nistration, but should divide this labor among the Governor General and the members of the Council.

This system would materially disembarrass the Governor General, by relieving him of administrative details; while it would neither remove from him any of the responsibility which he ought to bear, nor impose on the members of Council more than their fair share of responsibility.

I shrank, however, from suggesting that remedy, partly because I then received an impression which I believe now to be erroneous, that the experiment had been tried and had failed, and partly because, lately arrived in India at that time and not so well known as I am to my present colleagues, I was unwilling to appear to evade a labour, the principal objection to which was that it pressed unduly upon myself as the Governor General. I, therefore, contented myself during the following years with endeavours to modify the inconveniences of the system, without proposing any organic changes in it.

6. These endeavours have not been unsuccessful. The rule which restricted the minutes of the members of the Government to one deliberative paper, has enabled us to avoid the delays and other evils, which unlimited minuting has been seen to produce.

The preparation of papers for decision before they are submitted; the naming of fixed days for the submitting of them; the condensation of many merely formal papers into the pages of a weekly abstract, and the consequent withdrawal of a great bulk of papers from circulation; these regulations have had an unquestionable effect in facilitating the transaction of business and in expediting its progress.

7. The wise resolution of Parliament to separate the local administration of Bengal from the office of the Governor General, will effect an invaluable improvement, and will tend greatly to set the Head of the Government free to apply himself to the numerous measures of general improvements, which the exigencies of current affairs now compel him to postpone or to abandon. But, as was stated in the memorandum which has been already quoted,* "whenever the local duties "of the Government of Bengal shall be withdrawn from the Governor General, the proper duties "of the general Government, will still constitute a mass more than sufficient to occupy all the time "and to task all the powers of the ablest man that can be found to fill the office." Since these words were written, the task of the Governor General has been increased. Though the Saugor and Nerbudda territories have been retransferred to the Lieutenant Governor, the Province of Pegu has been added to the Empire; Nagpore has lapsed to our authority; and a general system of Railways for India has been committed to our care. All administrative business has a tendency to increase in bulk, and when we consider the great career of improvements, material, mental and social, on which we are entitled to believe that the Government of India is now at last as able, as it has long been willing, to enter, we cannot doubt that India will form no exception to the general rule which governs the gradual increase of public business.

8. The anticipation of this result must strengthen the conviction which every one will form who considers the subject, that it will be for the interests of the state that its Head should be relieved henceforth, as much as possible from mere detail, and from the great mass of unimportant business which is perpetually passing through the several departments of Government.

I am conscious that my successor, wanting the experience which six years of Indian administration have enabled me to acquire, and feeling reluctant, as I felt in the same circumstances to bring forward a proposal which appears to be intended to lessen his own labours, would probably be disinclined to propose the change of system, which will be required in order to effect the beneficial result to which I have pointed. I have therefore, resolved to suggest the change myself, intending, if my honorable colleagues should concur, to continue it during the remainder of my

* Paragraph 124.

administration, while it will of course be in the option of my successor to adhere to it or not, as he may think best.

9. The principle of the system of transacting the business of the Government of India which I propose to establish is, that the duty of initiating orders upon each paper in every department, shall no longer rest upon the Governor General alone, but that it shall be divided between the Governor General and his colleagues the members of the Council, with whom by the theory of the constitution of the Indian Government, he shares the labours and the responsibility of conducting affairs.

10. It is by no means my object to remove from the Governor General, any portion of the ultimate responsibility which most properly attaches to him; or to add to that which the members of the Council bear in their relative position to the Head of the Government. My sole object is, to render more of the time of the Governor General disposable for the consideration of matters of real importance, by relieving him of the time consuming toil of disposing of innumerable matters, which are wholly unimportant in themselves, and which, except in India, would never come before the members of the Government at all.

11. In pursuance of this object, I have now to propose that the Governor General and the members of Council should each take the duty of initiating the orders in one department of the state. The Governor General should retain the Foreign Department. The Home Department should be allotted to one Civil member; the Financial Department to the other Civil member; and the Military Department will naturally go to the Military member of the Council.

12. The mode in which I propose that the principle should be worked out is this.

Each member of Council would note, as is now done by the Governor General, the necessary orders on the unimportant papers of the department with which he is charged. The important papers, that is to say, those which involve any question of principle or which relate to subjects of magnitude, should be left for the Governor General.

The boxes should then be sent by the members of the Council to the Governor General.

Relying on the previous examination by one of his colleagues, the Governor General could safely, and would unhesitatingly, pass all the unimportant papers which should bear their initials. On all important papers the Governor General would initiate the orders; and would thus bear the same responsibility and take the same lead as hertofore.

13. This system would be attended by only a single advantage; but that advantage would be a very large one; and would be most sensibly felt in its effects upon the public interests in the course of each year. By relieving the Governor General of petty questions and of details, it would save for him many hours in every working day. In each week it would render available for the consideration of subjects of general interest and importance probably two clear additional days, that are now required for the more perusal of papers, which are of no interest or importance whatever, and which at the end are perhaps disposed of by two syllables of direction, or even by an initial.

14. Two points in connexion with the proposed system require to be noticed and provided for now.

15. 1st, The Commander in Chief will probably hereafter resume his seat in Council. In such case, His Excellency would, at first sight, appear to be the member of the Council to whom the Military business should go.

But it is obvious that the applications which the Commander in Chief makes to the Government, as head of the Army, could not fitly be disposed of by the Commander in Chief, as a member of the Government. On the other hand, it would not be expedient that the orders on the applications of the Commander in Chief, should be initiated by an officer, who, though serving in a civil capacity in Council, is yet a military man junior in rank to the Commander in Chief.

APPENDIX No. 18

Manner of Transacting Business in the India Secretariats.

To obviate this difficulty, I would propose that all communications to the Government made in behalf of the Commander in Chief, which are not merely formal, should be submitted first to the Governor General. The remainder of the military business might go to the Commander in Chief. Or if, as is most probable, His Excellency should find the executive duties of his command sufficiently onerous, the military papers might go to the military member of the Government, as has now been proposed.

16. When the new act shall come into operation, the 4th member of Council will become a full member of the Executive Government. Although the constitution of the new legislative body will of course relieve him of a considerable portion of the inordinate burden he is now required to bear, still a large quantity of legislative business will no doubt always be in his hands. And as he will hereafter be required to take his part in the transaction of executive business, from which he has hitherto been exempted, his time will still be so engrossed as to render it unadvisable, that he should be asked to take any share in initiating orders on departmental business. There is indeed no necessity for doing so, because the departments of administration are just equal in number to the remaining members of Council together with the Governor General.

17. I submit this scheme for the consideration of my honorable colleagues. We have all served together now in immediate communication for several years. Their past experience of me will satisfy them that I do not propose it in order to save myself. My experience of the valuable and ready aid I have so often received from each of them, satisfies me that unless they see objections to the measure which have not occurred to me, they will cordially assist me in carrying it into immediate effect.

(Signed) DALHOUSIE,

28th February, 1854.

APPENDIX No. 19

Manner of Transacting Business in the Indian Secretariats.

MINUTE BY THE MOST NOBLE THE GOVERNOR GENERAL.

Dated the 2nd February, 1855.

Transaction of Business.

1. The great addition which the annexation of the Punjab has made to the business which must be transacted by the Governor General in Council, renders it even more expedient than before, to reduce the number of papers passing through the hands of the members of the Government, to the lowest amount which is consistent with the proper transaction of public affairs by them.

2. It must be obvious to my colleagues that every box from each department contains very many papers which do not require to be read at all. Yet all these add to the enormous mass of documents now submitted, and consume more or less of time in disposing of them. Time may be saved, and the huge mass, the very sight of which is oppressive, may, I think, be very greatly and advantageously diminished, by adopting a different form of submitting the business, a form which is employed in the offices of heavy work in England, and which I have for some time acted upon here with much benefit.

3. I would suggest that no paper should be placed before the members of the Government in *bulk*, unless it is necessary that it should be read entirely.

There are in every department very many documents so merely formal that they need not be submitted to the Government at all.

Of the rest, some are formal also, but it is right that they should be seen. Others are sufficiently understood by reading the docquet upon them; and the necessary order can be given upon that alone. Others again may be doubtful, but the doubt admits of being shortly stated, and shortly decided.

These classes of letters should not be sent in bulk, but should be entered in the form which I annex. The 1st, 2nd and 3rd columns are for the date of the paper, the date of its receipt in the office, and its subject. The 4th and 5th columns are for the remarks of the Secretary, if any, and for the orders of the Government.

4. All other papers which require to be read, should be sent in bulk. Those which are voluminous should, when it is practicable, be accompanied by a precis.

5. If my honorable colleagues should concur in this proposal, I will cause it to be carried into effect in all the departments.

In the Foreign, Home and Financial Departments, it will be found greatly to condense the business. In the Military Department, from the technical and minute character of much of the correspondence; it will produce less effect; but there also its operation will be felt.

(Signed) DALHOUSIE.

2nd February, 1852.

The want of such an arrangement has been long felt, and I cordially concur in the proposal.

(Signed) J. H. LITTLER.

I concur in thinking His Lordship's proposal highly expedient.

(Signed) J. LOWIS.

APPENDIX No. 19

Manner of Transacting Business in the India Secretariats.

Date of Letter.	Date of Receipt.	Letter and its Subject.	Secretary's Remarks.	Order.

APPENDIX No. 20

Manner of Transacting Business in the India Secretariats.

No. 603.

FINANCIAL DEPARTMENT.

To

H. RICKETTS, ESQUIRE,
Commissioner for the revision of Civil Salaries and Establishments throughout India.

SIR,

I have the honor to acknowledge the receipt of your letter No. 712, dated 22nd Ultimo, and in reply beg to forward Copies of Memoranda* from the Secretaries to the Government of India in the Foreign and Military Departments, detailing the systems observed in those Departments in bringing cases before the Government and taking orders thereon.

2. Much the same practice obtains in this Department as in the Foreign Department. The only difference is in the form of the "schedule of papers circulated for orders," which is as follows.

No.	Date of Letters.	Date of Receipt.	From Whom Received.	Letters and their Subject.						Secretary's Remarks.	Orders.
				Appertaining to what Presidency.	Appertaining to what Office.	Amount of charge.			Subject.		
						Rs.	As.	P.			

3. It is usual for the Secretary to suggest in each case the course he may think it advisable for the Government to pursue.

FORT WILLIAM,
The 9th February, 1857.

I have the honor to be,
Sir,
Your most obedient Servant,
C. HUGH LUSHINGTON,
Secretary to the Government of India.

* From the Military Department, No. 181, dated 5th February 1857.
From the Foreign Department No. 576, dated Do. and its enclosure.

60

APPENDIX No. 20

Manner of Transacting Business in the India Secretariats.

No. 576.

OFFICE MEMORANDUM.

FORT WILLIAM,

FOREIGN DEPARTMENT.

The 6th February 1857.

In reply to the Office Memorandum from the Financial Department No. 465, dated the 3rd Instant, the undersigned has the honor to forward herewith a Memorandum regarding the system observed in this Department in bringing cases before the Government, and taking orders thereon.

(Signed) G. F. EDMONSTONE,
Secretary to the Government of India.

MEMORANDUM.

The system observed in the Foreign Department in bringing cases before the Governor General in Council for orders, is the same as that prescribed in the Resolutions of Government dated 6th February 1852, 9th September 1853, and 21st March 1854, communicated from the Home Department.—

All urgent papers are sent direct to the Governor General on receipt.

Documents merely formal are disposed of by the Secretary in the Department.

Papers of little importance, but on which an expression of the opinion of the Governor General in Council is necessary, are entered in Lists prepared weekly, in form as per margin. The Lists alone are circulated.

No.	
From whom.	
Date of receipt, and date of Letter.	
Subject.	
Remarks by the Secretary.	
Orders of Government.	

All other papers are circulated in bulk twice a week, viz., on Thursdays and Fridays, accompanied either by Notes, or by Abstracts, or precis of the papers themselves, as well as of any previous correspondence that may have passed.

As a precaution against the possibility of papers being lost sight of, the Office circulates monthly statements of business awaiting the determination of Government. One containing a List of papers circulated during the previous month, on which orders have not been passed, and another containing a List of papers circulated before the 1st of the previous month, supposing any such to exist.

(Signed) G. F. EDMONSTONE,
Secretary to the Government of India.

(True Copies)

C. HUGH LUSHINGTON,
Secretary to the Government of India.

62.

APPENDIX No. 21

Manner of Transacting Business in the India Secretariats.

No. 181.

OFFICE MEMORANDUM.

MILITARY DEPARTMENT,
5th February 1857.

In reply to Office Memorandum from the Financial Department No. 467 of the 3rd February 1857, with annexed copy of a letter from the Commissioner for the revision of Civil Salaries and Establishments throughout India, No. 712, of the 22nd January 1857, the undersigned has the honor to state that the following is the mode of bringing cases before Government and taking orders thereon in the Military Department, viz.

A precis is drawn up under the Secretary's supervision, on each case requiring the decision of Government, and such previous decisions and rules as may bear on the case are at the same time put up with that under consideration for the information of Government.

All such cases are sent in circulation boxes on Mondays and Wednesdays to the Governor General and the Members of the Supreme Council, and their decisions, when unanimous, are carried into effect. In any case in which a difference of opinion occurs, the papers are either recirculated or brought up for orders at the first Meeting of Council.

With the Circulation boxes which are sent as above stated twice a week, the Secretary submits a schedule of papers for information and decision in the form stated in the margin,* the documents themselves being withheld. The subject of each paper is succinctly stated in the schedule with the Secretary's remarks; and in any case in which a difference of opinion occurs, or further information is asked for by Government, the document itself is circulated in bulk.

Emergent cases are circulated at once for orders.

*SCHEDULE OF PAPERS CIRCULATED FOR ORDERS

Date of Letters	Date of receipt.	No. of Letters	Subject.	Secretary's. Remarks.	Orders.

(Signed) R. J. H. BIRCH, COLONEL,
Secretary to the Government of India,
in the Military Department.

To

The Secretary to the Government of India,
Financial Department.

64

APPENDIX No. 21

Manner of Transacting Business in the India Secretariats.

No. 735.

FORT WILLIAM.

PUBLIC WORKS DEPARTMENT.

PUBLIC.

The 11*th February*, 1857.

OFFICE MEMORANDUM.

In reply to the Office Memorandum from the Financial Department No. 468, dated 3rd Instant, the Undersigned has the honor to state that the system observed in this Department, in bringing cases before the Government and taking orders thereon is as follows:

On receipt of references of any importance from the local Governments and administrations, the papers are circulated in bulk for the perusal of the members of Government, with such suggestions or recommendations by the Secretary as he may consider it necessary to offer. On return of the papers, orders are issued by the Secretary in accordance with the expressed opinions of the members of Government, the drafts of the more important of these orders being circulated for approval before issue. Cases reserved by the members of Government for discussion in Council, and cases on which the members of Government differ in opinion, are taken by the Secretary to the next meeting of the Council, and orders are prepared in accordance with verbal instructions given, and notes taken at the Council table.

Cases of an ordinary or unimportant description are not circulated in bulk, but the particulars are inserted in a statement with the orders which the Secretary recommends should be passed on them, or which he has issued in anticipation of approval. This statement is circulated weekly, and the members of Government either signify their approval of what has been done, or recommended to be done, or write such remarks as they think proper. Any orders given on this Statement are acted upon on its return to the Office in the same manner as in cases of an important description.

All cases of mere routine are disposed of by the Secretary without reference to the members of Government.

(Signed) W. E. BAKER, LIEUTENANT COLONEL,
Secretary to the Government of India.

No. 724.

Copy of the above forwarded to the Commissioner for the revision of Civil salaries and Establishments throughout India, in continuation of communication from this Department, No. 701, dated 14th Instant.

FORT WILLIAM,
FINANCIAL DEPARTMENT,
The 16*th February*, 1857.

HUGH LUSHINGTON,
Secretary to the Government of India.

66

APPENDIX No. 22

Manner of Transacting Business in the India Secretariats.

EXTRACT FROM THE PROCEEDINGS OF THE GOVERNMENT OF INDIA IN THE HOME DEPARTMENT,

Dated the 6th February 1857, *No.* 180.

READ an office Memorandum from the Financial Department No. 466, dated the 3rd instant, and its enclosure.

READ also the following note by the Secretary in this Department, dated the 5th instant.

Mr. Ricketts asks for a memorandum explaining the system observed in the Secretariat in the several departments in bringing cases before the Government and taking orders thereon.

The business of the Home Department may be divided generally into three classes, viz.

1st.—Routine business.
2nd.—Unimportant business.
3rd.—Important business.

The first class of cases, which comprises all diaries and abstracts sent in by the local Governments, and all references upon which usual orders have to be passed as a matter of course, is disposed of by the Secretary without reference to the Governor General in Council.

The particulars relating to the second class of cases are entered in a Statement which shews the date and subject of each reference, the person or authority by whom it is made, and the order which the Secretary suggests should be passed on it, or which in anticipation of sanction he has issued. This Statement is prepared weekly and circulated without the papers to the Governor General and Members of Council, who either signify their approval of the Secretary's suggestions and proceedings in the appropriate column, or write such remarks as they think proper. On the return of the Statement to the office, orders are issued in accordance with the remarks of the Members of Government, or, if the remarks on any case are of such a nature as to require a further reference to the Members of Government, the case becomes important and is treated as belonging to the third class.

The papers relating to cases of the third class are circulated in bulk for the perusal of the Members of the Government, with or without a note or precis by the Secretary and a suggestion as to the orders which seem to the Secretary to be required. The Members of Government either approve the Secretary's suggestion, or they write remarks in initial notes not intended for record, or they record their sentiments in formal minutes, or they reserve the case for oral discussion in Council. When the papers are returned to the Secretary, he either issues orders at once, in accordance with the expressed opinions of the Members of the Government or a Majority of them, or he prepares the draughts of such orders and circulates them for approval, or he takes them up to the next meeting of the Council. The draughts prepared for approval are ultimately issued with such amendments as may be made by the Members of the Government. After oral discussion on a case in Council, the Secretary either issues orders or prepares draughts for approval

in accordance with verbal instructions given and notes taken at the Council table, or he recirculates the papers for further consideration.

(Signed) C. BEADON.

ORDERED that a copy of the foregoing note be forwarded to the Financial Department in reply to the Office Memorandum No. 466, dated the 3rd instant.

(True Extract)
(Signed) R. B. CHAPMAN,
Officiating Under Secretary to the Government of India.

No. 701.

Copy forwarded to the Commissioner for the revision of Civil salaries and Establishments throughout India, in continuation of letter from this Department No. 603, dated 9th instant.

FORT WILLIAM,
FINANCIAL DEPARTMENT
The 14th February 1857.

HUGH LUSHINGTON,
Secretary to the Government of India.

6.

APPENDIX No. 23

Secretariat of Bengal.

No. 5.

From

The Secretary to the Government of Bengal,

To

H. RICKETTS, ESQUIRE,
Commissioner for the revision of Civil Salaries and Establishments throughout India.

Dated FORT WILLIAM, *the 3rd January* 1857.

SIR,

In reply to your letter No. 549, dated the 3rd of October, I am directed to forward to you the accompanying note, and to state that the Lieutenant Governor entirely assents to the opinions which are stated in it.

I have the honor to be,
SIR,
Your most obedient Servant,
W. GREY,
Secretary to the Government of Bengal.

40

APPENDIX No. 21

Secretariat of Bengal.

The Lieutenant Governor having given me permission to submit such observations as occur to me on that portion of Mr. Ricketts' report which relates to the office and establishment of the Secretary to Government, I propose to state shortly and freely my opinions on the conclusions at which Mr. Ricketts has arrived, and I may observe that I feel the less embarrassed in doing this, because my own connection with the office is to be severed almost immediately, and I have therefore no considerations on the score of personal ease, or on any other personal ground, which might be supposed to influence my view of what is due to the Secretariat of the Bengal Government.

2. I cannot say that the general conclusion at which Mr. Ricketts has arrived is satisfactory to my mind, because I do not think that it does justice to the Secretariat of the Bengal Government.

3. Even confining the treatment of the subject, as Mr. Ricketts has done, to a comparison between the Bengal office, and the Agra office, I do not see how he has arrived at his conclusion. It is stated in one part of Mr. Ricketts' report that "the labor in the Secretary's office of the "North West Provinces is nearly equal to the work in the Bengal office;" and again, more specifically, that it is "within four per cent." But if the returns of the two offices for 1855 be taken, it will be found that those returns show the work in the Bengal office to be rather more than twelve per cent in excess of the work in the Agra office; and if the returns for the first six months of 1856 are taken, the difference in those six months will be found to be twenty four per cent.

4. Mr. Ricketts, I think, may have obtained his result of four* per cent by comparing the work of the Agra office for 1855 with the work of the Bengal office for 1854—55, since which, the work of the latter has continued steadily on the increase.

5. It is not possible, I think, to feel certain that we can estimate with absolute accuracy the relative work of the two offices from statements prepared as those have been which are referred to in Mr. Ricketts' note, quite independently of each other. But taking them, as Mr. Ricketts has done, to afford a tolerably fair criterion, it certainly seems to me that the Bengal Secretariat has a fair claim to more than is awarded to it.

6. It is not likely, supposing Mr. Ricketts' views to be acted on, that the salary of the Secretary will in either case be fixed by the Lieutenant Governor lower than the amounts named by him, namely 34,000 and 32,000 Rupees. Therefore, the establishments would stand:—

Secretary	BENGAL	34,000
	AGRA	32,000
Junior Secretary or ..	BENGAL	26,000
2 under Secretaries ..	AGRA	23,000

*In another place, Mr. Ricketts makes the difference even less than this; for he says that, taking 300 working days to the year, "the Bengal Secretary has each day a correspondence of 115 letters, and the Agra Secretary each day a correspondence of 112." This is, however, I think, a clerical error merely, 112 being perhaps written for 102; for I find that the returns of business given by Mr. Ricketts for a part of 1856 do exactly, if doubled and divided by 300, give 115 and 102 respectively. But I may remark that it is a mistake to double the Agra Return referred to, as it is stated to be a return from January to July, or for seven months, instead of for six, which is the period the Bengal return is for. There are no figures which would give a daily amount of 112 letters in the Agra Secretariat, and none that would give 102, except those just referred to, and those only by taking them as the returns of six months instead of seven months. There is another statement, too, in Mr. Ricketts' note which has puzzled me a good deal, and of which I can find no solution. He states that the correspondence between the Board of Revenue and the Bengal Government averages only 431 letters per annum, while the correspondence between the Board and the Government of Agra, he says, "is no less than 1,600, or four to one!" I was at once struck with the exceedingly small amount of correspondence stated to pass between the Government and the Board. It did not agree with my own general impression; and when, on reading further on, I found that Mr. Ricketts (in his note on the establishment of the Secretary's Office) taxed the Bengal Government in common with the Agra Government, with taking much business into the Secretary's office which ought to be disposed of by the Board, I felt satisfied there must be some mistake. I have therefore called for a return of the correspondence with the Board, and I find that, in 1855, it amounted to 1774 letters, and in the first half of the present year to 1,041 letters.

APPENDIX No. 24

Secretariat of Bengal.

7. If any consideration at all is to be given to the difference in the expense of living at Calcutta and Agra, respectively, I do not hesitate to say that it is inadequately provided for in the above salaries.

8. When two Under Secretaries were first appointed in Bengal, the salary of each was fixed at 1,000 a month, and it was very soon felt to be so inadequate a salary to give to selected officers of the standing of those appointed, accompanied as it was by the necessity of residing in Calcutta, that it was raised to 1,250, the addition being given avowedly and expressly as a compensation for the much greater expense necessarily entailed by a residence in Calcutta as compared with a residence in the Mofussil. If 3,000 Rupees per annum was not more than a fair allowance on this account, (and I am quite sure it was not,) in the case of an officer occupying the position of an Under Secretary, it is obvious that 2,000 Rupees is not sufficient to allow in the case of one occupying the position of a Secretary to Government. I am therefore of opinion, even assuming an *equality* in the strength of the Secretariat offices of the two Governments to be determined on, that if 55,000 Rupees be assigned for the salaries of the officers at Agra, the sum now received by the officers in Calcutta, viz. 66,000 Rupees, would not be more than an equivalent.

9. But I cannot forbear adding, that I have seen with much disappointment the treatment of this matter confined to a mere comparison between the offices at Agra and at Calcutta.

10. Both offices have for some years past been acknowledged to be over worked; but I believe the Agra office not nearly to the same extent as the Bengal office, until Mr. Colvin's appointment to be Lieutenant Governor at the end of 1853. I know that I may state without fear of contradiction, that for many years past the Bengal Secretariat office has been notoriously overworked; and it is certain that the work is now heavier than it ever has been heretofore.*

11. I confess then, that I should have been glad if Mr. Ricketts, with the notoriety of the case before him, had instituted a comparison between the work of the Bengal office, and the work of other similar offices in Calcutta and elsewhere.

12. Not to mention the Secretariat offices of the Supreme Government and of the local Governments at Madras and Bombay, I should have been well pleased to have seen a comparison instituted between the work devolving on the Lieutenant Governor of Bengal and his two Secretaries, and the work devolving on the three Members of the Board of Revenue, and their two Secretaries. My own conviction is, but of course founded on imperfect information, that there is no Secretariat office in Calcutta in which the work has been any thing nearly so severe during the last few years, as it has been in the Bengal office. The returns of the first six months of the *present* year, show letters received and issued at the rate of nearly 34,600 per annum.

13. Now, I do not mean to say that two Secretaries, with the aid of two Uncovenanted Assistants such as Mr. Ricketts proposes to give, may not get through this amount of correspondence, great as it is, with punctuality and a certain sort of efficiency. But I do mean to say that they cannot do it without a severer amount of *continuous* toil than Government professes to exact, or, I will even make bold to say, ought to exact from its servants. I also question the wisdom of so overburdening an officer in the position of a Secretary to Government. The imperative demand which there is upon him, in that case, for the prompt disposal of the mass of the current work that comes before him, must necessarily leave him insufficient time for that deliberate and careful treatment which larger questions, or cases of more than ordinary intricacy, require; and the consequence will occasionally be, work perfunctorily done, or perhaps serious mistakes committed. It is possible that it may be answered to this, that no more is now contemplated than that the Secretary should be a mere Secretary; that the appointment of a Lieutenant Governor was intended to relieve the Secretary from all that higher responsibility which was generaly admitted to

	1843—44	1844—45	1847—48	1850—51	1853—54	1854—55	1855
* Letters received	8,573	10,061	10,714	10,552	11,432	13,137	14,692
Letters despatched	9,571	11,210	11,267	11,318	13,564	16,566	17,066

attach to his position when the Bengal Governor was burdened also with the more important business of the Government of India. This, no doubt, is, to a considerable extent, the case; but it yet appears to me that, in a Government such as this of Bengal, where the branches of business are so numerous, the details so multifarious, and the calls on the time of a Lieutenant Governor resident in Calcutta so great, any one holding the office of Lieutenant Governor of Bengal must necessarily look for much more assistance from his Secretary than could be given by the cleverest and best educated young man of short standing in the service, although no doubt such a man could discharge the duties which Mr. Ricketts apparently understands to be those proper to a Secretary, as well as an officer of more experience. I think I may venture to assert that for the Lieutenant Governor of Bengal to do what Mr. Ricketts describes the Lieutenant Governor of the North West Provinces as doing, is simply an impossibility. That the Lieutenant Governor should never have "notes by the Secretary" laid before him, should never have even "abstracts "of correspondence except in the case of Returns to Circulars," and yet that he should write his orders on every case "in such a style that for the most part nothing more is necessary than to "shape them into a letter," the very "phraseology necessary in the letter" being "for the most part "adopted in the note," is a system which it would be utterly impracticable to introduce in the Government of Bengal. I may be permitted indeed to observe, that if it were possible to introduce such a system,* I cannot in that case understand what necessity there would be for a Secretariat office on the scale which has heretofore been thought necessary, or even on that which Mr. Ricketts would now admit of.

14. But apart from all comparison of returns of correspondence, it does appear to me impossible to avoid the conclusion that the Lieutenant Governor of Bengal is in need of a stronger Secretariat Office than the Lieutenant Governor of Agra, if regard be had to extent of territory, to amount of Revenue, to variety of business, to number of Districts, to number of officers, to the different position of the two seats of Government, and also to the necessity which the Lieutenant Governor of Bengal is under, of spending a greater portion of his time on tour than has been usual in the North West Provinces. Here, not only because of the much greater extent of territory to be visited, but likewise because much of it can be visited only by water, the Lieutenant Governor's tours occupy annually a portion of the rainy season as well as of the cold weather. It has long been my conviction that to have the work of the Bengal Government done thoroughly well, there should be a separate Secretary for the Department of Public Works, and either two Secretaries, or one Secretary with an Under Secretary for the Civil branches of the business. With respect to the Department of Public Works, I trust that I may be excused for taking this opportunity of stating my belief, that the present system will not be found to work satisfactorily with the Local Government, unless that Government is allowed either a picked officer as Chief Engineer, one who, adding to his Engineering qualifications, the qualities of a thoroughly sensible and business like man, may be to the Lieutenant Governor a quasi Secretary as regards Public Works, or else a picked officer of the Department, as a Secretary to Government.

15. The first of these suggestions, I may remark however, would not seem to be in accordence with the views of the Supreme Government; for in passing orders on the last budget submitted by this Government, it was noticed that not only the letter descriptive and explanatory of the different new projects submitted for sanction should emanate from Government, but that even the Budget *Statement* should be a document prepared in the office of the Secretary to Government.

16. If any steps should ever be taken, as has been suggested elsewhere by the Lieutenant Governor, towards relieving the Sudder Court from their executive duties, which consist mainly in keeping an eye on the *quantity* of work performed by the subordinate Judicial Courts, in appointing and transferring Moonsiffs, in granting leave of absence to Moonsiffs, and other details, I think

*It seems clear, however, that more responsibility is in reality given to the Secretary at Agra than Mr. Ricketts' description implies; for in another place, where he is advocating an increase to the Agra Secretariat, I find Mr. Ricketts quoting the Secretary to the Government of Agra as representing that, "I am often hindered by the press of current calls on my attention, from the consideration of important questions referred to me by the Lieutenant Governor for examination."

that either two Secretaries, or one Secretary with two Under Secretaries, would then be absolutely necessary in the Civil branches of the Secretariat.

17. Assuming the present arrangement to be continued, without any addition to the strength of the Covenanted officers of the Secretariat, I certainly think that Mr. Ricketts' suggestion for two Uncovenanted Assistants on 800 Rupees a month each, a very good one. The chief objection that I should feel to the arrangement would be this: I do not think it would often be found practicable to appoint to such post any of the Assistants in the office; so that it would become necessary to look abroad for candidates, a thing which would of course create much disappointment in the office; while, looking to the narrow field of selection afforded by Calcutta, it would be very difficult for the Secretary to avoid disappointment to himself in the selection which he might make. The salaries of the Assistants in the Bengal Secretariat office are generally so moderate that very good men do not continue long in it. Two of the best Assistants in the office in 1850, have long since been promoted out of it; one excellent Assistant has recently left for an appointment in a much lighter worked office; and two of the best Assistants now in the office are day by day looking out for employment elsewhere. The lack of good Assistants is evidenced by the fact that on the four last occasions of a vacancy in the office of Registrar, successive Secretaries have been obliged to go out of the office for a new Registrar. On these considerations, and also with special regard to the demands of the Public Works Department, I should strongly advocate the plan of three officers in the Covenanted branch of the Secretariat in preference to two Secretaries, with each an Uncovenanted Assistant.

18. If the plan of two Uncovenanted Assistants be adopted, I should not feel it right to urge any objection to the prospective reduction which is proposed in the salary of the appointment now called the Registrarship, but to which I observe Mr. Ricketts proposes to give some other name.

19. The change proposed by Mr. Ricketts in the copying establishment, I earnestly trust, however, may not be carried into effect. While the correspondence remains as great as it is, the number of copyists will not, I believe, bear reduction. If Mr. Ricketts had made any enquiry into the system under which the copying work is conducted in the Bengal office, he would not, I am satisfied, have pronounced so decidedly that it was impossible for one man to superintend 100 Copyists, or have contemplated the possibility of better superintendence getting more work out of the Copyists.

20. The system which obtains may be briefly described thus:—

While it is mentioned by Mr. Ricketts that the section writers of the Agra office are paid at the rate of 800 to 1,000 and 1,200 words for the rupee, the minimum quantity which is exacted from the Copyists in the Bengal office, is 2,000 words. No copyist can obtain promotion unless he has shewn that he can write at the rate of 2,000 words for every rupee of the grade to which he wants promotion. No copyist can remain in a higher grade unless he gives 2,000 words for every rupee of the salary of that grade. And no copyist can remain in the office at all who cannot give a minimum of 40,000* words per mensem, that is, at the rate of 2,000 words per rupee for his salary of 20 Rupees a month, which is the lowest grade.

21. With the emulation that exists among the copyists themselves, and with common attention from the superintendent of the copying Department and the Registrar, and with a steady adherence on the part of the Secretary to the principle of promoting according to the outturn of work, it is almost impossible, I believe, that any systematic falsification of the monthly accounts of copying work should exist.

22. As, therefore, I do not consider that more superintendence is necessary than we now have, and as I am satisfied that the number of copyists will not bear reduction, I earnestly deprecate the alteration in the copying Department which Mr. Ricketts proposes to make.

W. GREY,
Secretary to the Government of Bengal.

*There are a few writers who were in the office under the old system, who have been permitted to be exceptions to this rule.

APPENDIX No. 25

Responsibility of Secretaries when there is, and when there is not a Council.

No. 2655.

GENERAL.

From

The Secretary to the Government of Bengal,

To

H. RICKETTS, ESQUIRE,

Commissioner for the revision of Civil Salaries and Establishments throughout India.

Dated DARJEELING, *the* 29*th May* 1857.

SIR, .

I have the honor to acknowledge the receipt of your letter of the 15th Ultimo, No. 929, in which you ask my opinion as to whether the labor and responsibility of a Secretary to a Governor in Council are greater or less than the labor and responsibility of a Governor without a Council.

2. As I have, as an Under Secretary to the Government of India in the Home, Financial and Foreign Departments of the Government of India, and in the same capacity, as well as in the position which I have now the honor to occupy in the Government of Bengal, had opportunities of observing how work has been carried on at different times under both systems, it might be expected that I should have no difficulty in answering this question. What I have observed, however, enables me only to repeat what I have already stated in regard to the Government of Bengal, in the Memorandum which accompanied my letter to you No. 9111, dated the 25th March last, that "the way in which the business of a Secretariat is conducted must depend on the extent to "which a Lieutenant Governor (or a Governor in Council as the case may be,) chooses to trust his Secretary." As, sometimes, in the records of this Government, there are indications of the Secretary having been expected by the Governor of the day to suggest as well as to carry out the orders in a large proportion of the cases coming before Government, so also in the Supreme Government, at one time compared with others, the Secretary has appeared to do a large share of the work of the Government, (though never so large a share as has sometimes been the case under the Government without a Council,) and at another the Governor or the Members of Council by minuting at length on almost every case, have seemed to leave very little to the Secretary to do on his own responsibility.

3. So far then as responsibility is concerned, that of a Secretary to a Governor with or without a Council may alike be said to depend on considerations personal to himself and those under whom he acts. If a comparison must be made, I should be disposed to think that in a Government consisting of several members, something like a division of labor will generally take place, each member giving his particular attention to one or more Departments. Should this be the case, the members of such a Government among them will obviously have more leisure to look into little matters than a single Governor unaided by a Council. It is probable therefore that a greater number of cases would be disposed of by the members of the Government themselves than the Governor alone would be able to get through, and, consequently, that there would be

46.

APPENDIX No. 25.

Responsibility of Secretaries when there is, and when there is not a Council.

fewer occasions on which the Secretary would have to act on his own responsibility. The chance too of a Secretary being fully trusted is greater when he has only one to deal with than when there are several whose confidence has to be gained before he would be allowed or feel disposed to exercise responsibility. It is probable therefore, on this ground also, that the responsibility of a Secretary to a Governor without a Council will ordinarily be greater than that of a Secretary to a Governor with a Council. It is possible too that, having no one else to consult, a Governor without a Council would be more likely to consult his Secretary on any matter in which he was in doubt, than a Governor with a Council would have occasion to do; and this supposition if it be correct, implies a greater degree of responsibility in the Secretary to the Governor without a Council.

4. As regards the labor of the Secretary, I do not perceive how, in either case, this would be much lessened or increased by the circumstance or the Governor having, or being without, a Council. Under any circumstances the Secretary must read all the papers and make himself master of every case which comes into his office before he submits or circulates it, and he must, too, in every case either write or correct the drafts of the letters in which the orders passed are issued. When there are many councillors there may be sometimes differences of opinion, which it may give him some trouble to reconcile in his draft; but, on the other hand, and to counterbalance this, the elucidation which every difficult case may be assumed to undergo during the discussion in Council, and the greater number of cases minuted on in full, cannot but tend to abbreviate the Secretary's labor.

I have the honor to be,

SIR,

Your most obedient Servant,

A. J. YOUNG,

Secretary to the Government of Bengal.

APPENDIX No. 38

Responsibility of Secretaries when there is, and when there is not a Council.

From

The Junior Secretary to the Government of Bengal,

To

H. RICKETTS, Esquire,
Commissioner for the revision of Civil salaries and Establishments throughout India.

Dated Darjeeling the 1st June 1857.

Sir,

I have the honor to acknowledge the receipt of your letter No. 931, dated 15th *Ultimo*,* requesting me to state my opinion whether the labor and responsibility of a Secretary to a Governor in Council are greater or less than the labor and responsibility of a Secretary to a Governor without a Council.

2. In a Government considered as a machine, the labor and responsibility of a Secretary should be according to the extent of the charge and the amount of authority exercised by the Government of which he is the executive organ. The Secretary to the Governor and Council which rules over ten millions of people cannot have the same labor and responsibility as the Secretary to a Governor without a Council ruling over twenty millions.

3. But where the Governor is without a Council it must entirely depend upon his personal will and character, what power his Secretary shall exercise. The Lieutenant Governor may take the sculls in his own hands, and row the boat, employing his Secretary merely to steer and look out, or he may hand them over to his Secretary requiring him to do the labor, and content himself with steering and directing.

4. In a Government with a Council, the position of the Secretary must also depend much on the personal character of the members who constitute the Government. They may write minutes which are in fact letters. They may concur with the view taken by one ruling mind; or they may entertain and assert strongly different opinions on almost every subject. The change of a single member of Government may entirely alter the nature of the Secretary's duties.

5. In either kind of Government, the individual case depends upon personal character. The true question at issue appears rather to be, whether, for the exercise of a certain amount of power, a Governor with a Council is preferable to a Governor without a Council.

6. With regard to the external view of the subject, the public probably attach more importance to the Secretary to a Governor with a Council, as he is the active and visible director of a great and mysteriously working power. Whereas the individuality of a Governor without a Council exposes his personal responsibility and casts a shade over the duties performed by his Secretary.

I have the honor to be,
Sir,
Your most obedient servant,

C. J. BUCKLAND,
Junior Secretary to the Government of Bengal.

*April 1857.

1/8.

APPENDIX No. 24.

Manner of Transacting Business in the Bengal Secretariat

No. 911.

From

The Secretary to the Government of Bengal.

To

H. RICKETTS, ESQUIRE,
Commissioner for the revision of Civil salaries and Establishments throughout India.

Dated DARJEELING, 25*th March* 1857.

GENERAL.

SIR,

In reply to your letter No. 713, dated the 22nd of January last, I am directed to forward the accompanying copy of a Memorandum explaining the process usually observed in this Secretariat in placing a case before the Lieutenant Governor, and taking His Honor's orders thereon.

2. The Lieutenant Governor desires me to add that the remarks contained in his Note, have his concurrence.

I have the honor to be,
SIR,
Your most obedient Servant,

A. J. YOUNG,
Secretary to the Government of Bengal.

80

APPENDIX No. 28.

Manner of Transacting Business in the Bengal Secretariat

MEMORANDUM.

The process observed in this Secretariat in placing a case before the Lieutenant Governor, and taking His Honor's orders thereon, necessarily varies according to the nature of each case.

It is to be supposed that Mr. Ricketts does not refer to the Docketing, Abstracting, Diarizing and putting up of references, through which operation a letter must pass in the Office before it reaches the Secretary. Nor does Mr. Ricketts probably refer to the great amount of routine work, of which a Secretary disposes on his own authority.

The remaining cases may be divided into four classes.

1. Where a letter is sent on by the Secretary to the Lieutenant Governor without any remarks at all. In such a case the Secretary will have seen that the references are complete, and his initials indicate that the case is fit for orders.

2. Where the Secretary inserts remarks in pencil on the margin of a letter, the case is much the same as in No. 1.

3. Where the Secretary, in anticipation of the Lieutenant Governor's orders, puts up a draft for approval by the Lieutenant Governor, in which the Secretary has expressed what he believes to be the wishes of the Lieutenant Governor.

4. Where a note or Memorandum is compiled by the Secretary with a view to set before the Lieutenant Governor the previous history of a case, or to reduce to method and clearness a voluminous correspondence; to point out irregularities and the bearing of rules and precedents, or to suggest orders to be passed in the case.

In the 1st, 2nd, and 4th cases, the Lieutenant Governor writes his orders on the letter for the information of the Secretary, and in conformity with these orders, letters are drafted either for or by the Secretary, and are either issued by him at once, or, especially in cases of magnitude or of a personal character, sent for the Lieutenant Governor's perusal. It not unfrequently happens that, in cases of doubt, the Lieutenant Governor reserves them for discussion verbally with the Secretary, and in these cases verbal instructions are given to the Secretary.

There are also subjects of great importance in which the initiative perhaps is taken by the Lieutenant Governor, and a minute prepared by His Honor, forms the basis on which a correspondence commences. There are of course also occasions in which it becomes necessary for the Lieutenant Governor to draw up a minute in the course of the correspondence on any given subject, with a view to give a particular direction to it, or to bring it to maturity, or to submit it to the Government of India; and sometimes the orders issued in this manner assume the form of a letter drafted by the Lieutenant Governor.

With regard to what have been described as routine cases, it should be mentioned that these are all eventually submitted once a week for the Lieutenant Governor's perusal, and he affixes his initials or appends his remarks to them as he thinks fit. Only the most formal letters are exempted from this revision.

The above statement complies with Mr. Ricketts' requisition for "A memorandum of the "process usually observed in placing a case before the Lieutenant Governor and taking His

APPENDIX No. 28.

Manner of Transacting Business in the Bengal Secretariat.

"Honor's orders thereon." But it may be doubted whether any such statement will much assist Mr. Ricketts in forming a correct estimate of what a Secretary does or has to do. Every thing depends on the number and description of cases disposed of by the Secretary on his own responsibility, the number and description of Notes he prepares, and the form in which the orders are passed; and of all this it is impossible to convey to Mr. Ricketts any accurate idea.

In what mode the business of a Secretariat is conducted must depend on the extent to which a Lieutenant Governor chooses to trust his Secretary; and that again on the judgment, founded on knowledge and experience, which he believes the Secretary to possess. If the Lieutenant Governor has not confidence in the Secretary, he will not of course give any weight to his opinion. Notes will cease, and orders will be issued in almost every case fully and in detail. If, on the other hand, the Lieutenant Governor feels that he can rely on his Secretary's discretion and knowledge of business, he will accept from him a greater amount of assistance, and leave more of the business to be disposed of by him.

In directing the transmission to Mr. Ricketts of Mr. Grey's note, the Lieutenant Governor probably intended to express his concurrence in the opinion therein stated, that for the Lieutenant Governor of Bengal to carry on business without notes and with orders written generally at length by himself, "would be utterly impracticable to introduce in the Government of Bengal." But no Lieutenant Governor would be disposed to leave much to the discretion of a young and inexperienced Secretary. It seems to follow therefore, of necessity, that the Secretary to the Government of Bengal should be an Officer to whom the Lieutenant Governor can look (as Mr. Grey expresses it) "for much more assistance than could be given by the cleverest and best educa-"ted young man of short standing in the service." That is to say, he must be a man of standing and experience.

A. J. YOUNG,
Secretary to the Government of Bengal.

APPENDIX No. 29

Manner of Transacting Business in the Bengal Secretariat

No. 1439.

From

The Secretary to the Government of Bengal.

To

H. RICKETTS, ESQUIRE,
Commissioner for the revision of Civil Salaries,
and Establishments throughout India.

GENERAL.

Dated DARJEELING, *the* 16*th April* 1857.

SIR,

I am directed to acknowledge the receipt of your letter No. 836, dated the 21st Ultimo, most of the information asked for in which has already been supplied in the Memorandum which accompanied mine to your address, No. 911 dated the 25th idem.

2. It seems only necessary to add, with reference to two of your questions, that it is not now the custom in this Secretariat to submit cases for orders in a Tabular form, though this was the practice when Lord Dalhousie administered the Government; and that it is considered to be especially the duty of the Secretary to prepare every case before submitting it for the orders of the Lieutenant Governor, by calling for any information which may appear to be necessary to enable His Honor to pronounce a final opinion or decision in the case. This rule was first established by Lord Hardinge when Governor of Bengal, and has been more or less observed ever since.

I have the honor to be,
SIR,
Your most obedient Servant,

A. J. YOUNG.
Secretary to the Government of Bengal.

84.

APPENDIX No. 311

Secretariat of the North West Provinces.

No. 1873 A *of* 1856.

From

C. B. THORNHILL, Esquire,
Officiating Secretary to Government
North West Provinces.

To

H. RICKETTS, Esq.,
Commissioner for the revision of Civil Salaries
and Establishments.

Dated Head Quarters Camp Jeenapore.
The 15*th December,* 1856.

FINANCIAL DEPARTMENT.

Sir,

1. I am now directed to acknowledge the receipt of your letter No 548 of the 3rd October, forwarding for the consideration of the Lieutenant Governor your suggestions regarding the office establishment of the Secretary to the Government of the North West Provinces.

2. The various changes which are proposed in your note, have been fully considered, and I am directed to forward for your perusal the Demi-official Memoranda per margin,* in original, which have been drawn up by officers in the Department.

3. With reference to your proposition for the general substitution in the office of writers on fixed monthly salaries, in lieu of copyists paid at section rates, the Lieutenant Governor observes that the system of employing an establishment of fixed copyists for *current* work, has already been introduced with benefit, but that there is this objection to making the change complete so as to have *no* section writing, that the work of this secretariat is not uniformly distributed through the twelve months of the year; there being less voluminous copying, though perhaps not less frequent ordinary correspondence, in the six months from December 1st to June 1st, than in those from June 1st to December 1st, within which latter period all the heavy annual reports come under review, and, with their numerous enclosures, are brought upon the records of the Government.

4. The same circumstance affects also the bulk of the Collections which are transmitted to the Court of Directors, the preparation of which involves a very large amount of copying.

5. The Lieutenant Governor doubts, therefore, whether it would not be better to adhere to the existing practice, under which part of the establishment of copyists receive fixed rates of salaries, and part are paid as sectioners according to the amount of work performed.

6. He also thinks that the scale of salaries proposed in your letter is too low to secure the

*1. Mr. Rebello's Note. 2. Mr. Oldfield's Note.
3. Mr. Reid's Note. 4. Mr. Thornhill's Note.
5. Note from Mr. W. Muir, Secretary, now officiating member of the Board.

APPENDIX No. 30

Secretariat of the North West Provinces.

services of competent copyists at Agra. If the Supreme Government is disposed to introduce a change in the system and mode of copying, in the office generally, it would be necessary to leave some discretion as to the amounts of salary to be assigned to the several grades, so that a duly efficient establishment may be provided. No minor saving could compensate for a defective or dilatory carrying on of the extensive and pressing copying work which has to be performed both for the conduct of the administration here, and for reference by the Home authorities.

7. For the reasons given in the papers which accompany this letter, the Lieutenant Governor is not in favor of the appointment of a controller over the office establishment, as proposed by you, on a salary of 500 rupees per mensem.

Under the existing departmental division of duty and responsibility, each of the four separate departments of the office is under the control of a separate superintendent, and the system has been found to work with ease and advantage. The Lieutenant Governor would, therefore, much prefer to assign an assistant to each superintendent of a Department, who might be employed by him whether in the supervision of the copyists or in affording general aid in all branches of the business in that Department.

8. The salaries of the four Superintendents of departments might be appropriately fixed as suggested in Mr. Reid's memorandum; namely, two at 350 Rupees, and two at 400 Rupees, per mensem; that of their assistants, as proposed by Mr. Oldfield, at 120 Rupees.

9. The Lieutenant Governor does not think that there is sufficient ground, in the present circumstances of the Secretariat, for raising, with reference to its duties alone, the salaries of the head uncovenanted Officers beyond the existing rate. What is really wanted in the office is the aid of an under Secretary who could relieve the Lieutenant Governor and the Secretary of the more important and constantly growing details connected more especially with the Public Works and Educational Departments.

10. It is hoped that, under the recommendations which you have submitted, this deficiency will now very soon be supplied.

If, however, the salaries of other head Uncovenanted Officers as Deputy Collectors &c. should be increased to a higher standard, then, those of the uncovenanted Assistants to the Secretary should have the benefit of a like augmentation; for these are appointments for which the Government should have a free choice of selection from among its most experienced and trustworthy officers.

11. The Lieutenant Governor will give separate directions upon some of the suggestions which have been very properly offered in the notes of Messrs James Rebello and P. B. Reid, with a view to diminish the bulk of the documents which are now placed upon the records of Government.

12. You will please to return the original enclosures at your convenience.

I have the honor to be,
Sir,
Your most obedient Servant,
C. B. THORNHILL,
Officiating Secretary to Government
North West Provinces.

HEAD QUARTERS.
CAMP, JEENAPORE.
The 15*th December*, 1856.

APPENDIX No. 3/.

Secretariat of the North West Provinces.

NOTE BY MR. REBELLO, ASSISTANT TO THE SECRETARY.

1. I have carefully perused Mr. Ricketts' note on the Agra and Bengal Secretariat Establishments, and, as requested by the Lieutenant Governor, I beg to submit my opinion on the changes proposed, viz.

1st. Copyists on fixed pay.

2nd. Appointment of a controlling officer for the supervision and management of the office establishment.

3rd. Appointment of two Uncovenanted Assistants to the Secretary.

2. Before proceeding to give any opinion on the above points, I would beg to draw attention to the following passages in Mr. Ricketts' note.

"Much business comes to the Secretary's office which ought to be disposed of by the Boards and Courts; but so long as this system continues, means must be provided for disposing of it. It is my belief that it would, on every account, have been a great deal better had, say, one-fourth of these letters* never come before the Government at all; but that is neither here nor there, till the system is changed, if it ever is to be changed."

3. The system is one which unnecessarily multiplies labor, and adds enormously to the records of the public offices. But although the system must be adhered to, yet I think it is susceptible of much modification, within the competency of the Local Government, which would considerably lighten the work of the Secretariat. I shall proceed to shew the effects of the present system.

4. The ordinary practice is, that correspondence already recorded in the most subordinate office, is forwarded on to the two or three superior offices, and ultimately submitted to Government. It cannot but be admitted that this is a most cumbrous mode of proceeding; entailing upon each superior officer the unnecessary labor of wading through a mass of correspondence, which it was the duty of the subordinate authority to study, digest and condense. Frequently, nay ordinarily I may say, a mass of crude materials is submitted to Government, and the records of Government unnecessarily burthened with transcripts of papers already recorded in more than one office.

5. It has often struck me as a most unnecessary waste of time, labor and expense, when in the ordinary course of my duties I have had to handle voluminous enclosures to letters, most of which are required to be brought upon the records of Government, owing to the manner in which they are sent up for orders. The question that has been suggested to my mind is, why should there be *any* enclosure to a letter addressed to Government by a Subordinate authority, unless it were a Bill, a Map or sketch, or a document expressly called for by Government. In some instances, it may be necessary to submit a correspondence to the Government, but this should be the exception, not the rule.

6. Let us review an illustration of the rule as it now exists.

7. It is proposed to establish a Dispensary in a certain locality.

From Collector to Commissioner—Intimating the desire of the community to establish a Dispensary, and reporting the amount of subscription obtained.

From Commissioner to Collector calling for explanation with reference to details of establishment proposed.

* Referring to letters daily disposed of by the Secretary.

APPENDIX No. 2.

Secretariat of the North West Provinces.

Collector to Commissioner furnishing the information.

Commissioner to Board—submits the above correspondence, and recommends the establishment of a Dispensary at the locality indicated, at a monthly cost of——; refers the Board to Collector's letters dated——— in regard to certain points therein indicated.

Board to Commissioner call for further information in regard to certain points.

Commissioner to Collector calling for information as above.

Collector to Commissioner submitting the information.

Commissioner to Board furnishing the information called for.

Board to Government, submit the above correspondence with their recommendation. Refer to letters from Commissioner and Collector on several points of importance.

8. I would beg respectfully to observe that the above illustration is not an exaggerated one. It is the rule to submit complete files to Government, however unimportant the contents of any individual letters may be.*

9. As regards statements, the matter is still worse. A large mass of detailed statements which never should be submitted to Government, are periodically brought on the record of the Secretariat. Notwithstanding the office communicating direct with Government has been furnished with the detailed statements, an abstract or epitome of them, both the abstracts and the detailed statements, are brought on record.

10. The evil of this system has been checked to a certain extent. Mr. Muir used to select the papers of which copies were actually required to be kept, and issued an order that the Assistants should see that only such papers as were actually required were brought upon the proceedings, and no others. But it frequently happens that the manner in which enclosures are referred to in transmitting letters, renders the retention of most of them unavoidable.

11. There is another point to which I would solicit attention.

12. It is of importance to economise our work, and not to add to it. In every instance in which a single letter would suffice, we need not write a dozen. In the Revenue Department, numerous letters are recorded on the subject of remissions and refunds, &c., to each of which a reply is given, and each forms a distinct collection in the narrative. Much useless labour would be saved if the Board were required to submit a monthly or quarterly statement of remissions, and referred for the sanction of Government instead of applying for sanction in each case separately.

13. A similar reform may be introduced in the other Departments where parallel cases may be found to exist.

First.

Copyists on fixed Pay.

14. This is a most important branch of the establishment, on which the brunt of the work falls. It has engaged much attention during the whole period of Mr. Muir's incumbency. After much investigation and discussion, a scale of fixed writers for the current work has just been sanctioned, as shewn in the margin.† The principle on which the salaries have been fixed is, that each writer will give work (calculated at the varying rate of 800 and 1,000,) to the full value of his salary. Upon this principle largeness of salary does not entail increased expence. Indeed it is the section plan with this difference, that instead of the writers doing as much or as little as they liked, they are required to give a certain fixed amount of work commensurate with the fixed amount of remuneration allotted to each.

†2 at	Rupees	175 each	350
2 at	„	160	320
3 at	„	150	450
4 at	„	125	500
5 at	„	100	500
16			2,120
	Average per man		132-8

*Please see the opinion of the Government of India in a case of the kind referred to. Paper put up.

APPENDIX No. 31

Secretariat of the North West Provinces.

15. Mr. Ricketts' scheme contemplates a reduction of the rate of remuneration, and it is necessary to see if we can procure writers at the rates the scheme will afford.

16. We have at present fifty eight men on the establishment, whose estimated outturn of work per day is as follows:—

8 at 4,000	words	32,000
19 at 3,000	„	57,000
17 at 2,000	„	34,000
14 at 1,500	„	21,000
		1,44,000

or in round numbers 1,50,000. But this establishment is considered insufficient, and the work is always falling into arrears. Fifty lacs may be safely assumed as the full amount of work for which an establishment is to be provided.

17. Mr. Ricketts has proposed a copying establishment consisting of

3 Superintendents.
2 Draftsmen.
88 Writers at a cost of Rupees 4,194 per mensem, and he observes that, "should this establishment be able to perform the work required, there will be a saving, after providing for Assistants, of Rupees 7,680 per annum; thus:—

Expence of Section Writers	68,808
Copyists..	50,328
Difference..	18,480
Deduct additional expence of Assistants	10,800
Saving	7,680

18. The establishment required must be capable of turning out fifty lacs of words per month of twenty six working days, or about 1,92,000 words per day.

19. It has been shewn that 4,000 words per day is the maximum, and 1,500 the minimum of work per man, the intermediate numbers being 3,000 and 2,000. We have thus four classes of writers, and a valuation may be put on their services according to their calibre.

20. Taking Mr. Ricketts' scheme for my guide, we have

8	1st Class.
34	2nd do.
36	3rd do.
10	4th do.
88	

Thus:

1st Class	4 at 100 4 at 72	There being only a difference of twenty eight rupees, these may be reckoned into one class.
2nd do.	17 at 50 17 at 42	Difference of eight rupees only.
3rd do.	17 at 36 19 at 30	Do. six rupees.
4th do.	10 at 20	

21. The work which this establishment may be estimated to give would be as follows:—

8	×	4,000	=	32,000
34	×	3,000	=	1,02,000
36	×	2,000	=	72,000
10	×	1,500	=	15,000
				2,21,000

per day, or per month of twenty six working days, 57,46,000, which is nearly seven and a half lacs more than our work.

90

APPENDIX No. 3

Secretariat of the North West Provinces.

22. The cost of transcription of fifty lacs of words at 1,000* words per rupee would be 5,000 rupees. The cost of establishment proposed by Mr. Ricketts, and which is estimated to furnish fifty seven and a half lacs of words, will be as follows:—

4	×	100	=	400
4	×	72	=	288
17	×	50	=	850
17	×	42	=	714
17	×	36	=	612
19	×	30	=	570
10	×	26	=	260
88				3,694

23. The comparative cost between the present rate of 1,000 words per rupee and the cost of the whole establishment, would be as follows:—

57½ lacs of words at 1,000..	5,750
Cost of establishment of fixed writers.	3,694 or 1,529 words per rupee.
Difference.. ..	..2,056

or more than fifty per cent, below the present cost. This per centage is very low, and I do not think it would be practicable to get the work done at this rate. It is very difficult to get good and expeditious writers here; and any scheme which will restrict selection by reducing the rate of remuneration, is sure to prove a failure. I have no doubt that six or eight years hence writers will be almost as plentiful here as in Bengal, but at present it is very different; and it would not be safe at once to introduce a very low rate of remuneration. Consistently with efficiency, thirty five rupees would be the lowest I would propose to give a fourth class writer.

24. After much thought and attention, and frequently recasting the scale in order to bring the cost within the amount available, I find the following is the most economical establishment that I could venture to propose.

Class.	Number of men.	Work per day.	Total outturn of work.	Rate of Pay.	Monthly cost of Establishment.	
1st.	8	4,000	32,000	100	800	
2nd.	20	3,000	60,000	60	1,200	
3rd.	26	2,000	52,000	45	1,170	
4th.	32	1,500	48,000	35	1,120	
Total. .	86		1,92,000		4,290	or 1,163 words per rupee.
		or for 26 working days	26			
			49,92,000			

25. The difference between the cost of the above establishment 4,290
and that proposed by Mr. Ricketts 3,694
will be Rupees 596
per mensem, or Rupees 7,152 per annum; which will nearly absorb the saving of 7,680 per

* There are rates varying from 750 to 1,200 words. I have taken the mean of 1,000 as the basis of my calculation.

annum shewn in Mr. Ricketts' scheme. But there will be an ultimate saving on the reconstruction of the entire establishment, as I will shew hereafter.

26. Any scheme that will now be sanctioned will of course not have retrospective effect, and the men now on our establishment will draw the difference between the salaries allowed and their average income, as a personal allowance. This was allowed in Bengal on the introduction of the system of fixed paid copyists.

27. I would recommend the retention of Mr. Kitchen in the copying branch as superintendent, as he is well up to the work, and familiar with the system which obtains in the office. I would also recommend the appointment of Messrs. Staines and Macleod as the other two superintendents.

28. I would further recommend the following personal allowance to the superintendents. These personal allowances are, of course, not to be taken into account, as they will last only during the incumbency of the parties proposed.

	Pay.		*Personal.*		
Mr. Kitchen*	120	+	30	=	150
Mr. Staines	120	+	30	=	150
Mr. Macleod	120	+	30	=	150

SECOND.

The appointment of a Controller or Registrar, which is the designation which obtains in Bengal.

29. Constituted as the Agra Secretariat is, the services of such an officer are not needed. Mr. Ricketts could not have been aware of the details of the Departmental arrangement introduced by Mr. Muir, which has worked so admirably well. It would not be possible to keep this arrangement intact, if a superintendent or controller were appointed over the departmental Superintendents.

30. I would beg to give here a brief detail of Mr. Muir's Departmental arrangement.

31. There are 6 distinct departments in the Agra Secretariat, viz.

1st. Revenue and its branch, Separate revenue.
2nd. Judicial, Civil and Criminal.
3rd. General with its branch, Educational.
4th. Financial.
5th. Foreign.
6th. Public Works.

32. These Departments are divided into four distinct offices, viz:—

Judicial.
Revenue.
General, to which are added Foreign and Financial.
Public Works.

Each office has as its head a Superintendent, who is responsible for the efficient working of the establishment, and for the accuracy of all work done. He has also to furnish weekly and monthly returns of progress of work of every description, thus fulfilling to the letter the duty which Mr. Ricketts would assign to the controller, viz. "Answerable for the industrious atten-

* Keeping to Mr. Ricketts' scheme of three Superintendents, I am obliged to propose this arrangement; but it would be proper to allow Mr. Kitchen to continue on his salary of 150 rupees on the fixed establishment, until he can be promoted to a higher post.

tion to their duties of the whole establishment, exacting from each person a suitable return for his hire."

33. The difference between Mr. Ricketts' scheme and that which now exists is, that the work instead of being conducted by one man is done by four.

34. Mr. Muir's Departmental arrangement has been found admirably suited to the work of the Secretariat, and has worked so well that it would be a pity to break it up, for the trial of a new scheme, the result of which will have to be ascertained before a judgment can be formed of the comparative merits of the two.

35. Under the existing arrangement a General Superintendent or Controller would either hold a very anomalous position in the office, which would seriously affect his efficiency, or he would so far interfere with the free and unshackled exercise of their duties by Departmental Superintendents, as to neutralize the object of their appointment. Mr. Ricketts, however, proposes the appointment of a controller in order to relieve the Uncovenanted Assistants of details of the working of the office, in order to enable them to relieve the Secretary and Assistant Secretary of all routine duty. This important object can I think be gained without creating a new appointment.

36. Under a judicious arrangement, a good portion of the duties for which the Assistants are responsible, might be transferred to Superintendents, to be exercised by them in subordination to the Covenanted Assistants, as in all other branches of their duties.

37. I have always advocated that the Departmental arrangement introduced by Mr. Muir, should in every respect be madeco mplete in all its branches, so as to place on the superintendents the charge and responsibility of every description of work of their respective Departments. The arrangement now proposed by me is in accordance with this principle.

38. When the office is united and each Uncovenanted Assistant has his personal Assistant, they will be in a position to afford material aid to the Secretary and Assistant Secretary.

39. I trust I have clearly shewn that the services of a controller, under the present constitution of the Secretariat, is not needed, and that such an appointment was proposed in the absence of information as to the details of the departmental scheme.

THIRD.

Appointment of Uncovenanted Assistants to the Secretary.

40. Bearing in mind the object contemplated by Mr. Ricketts by these appointments, namely, the affording of adequate and efficient assistance to the Secretary, it will be necessary to relieve the Assistant Secretary of all routine work, and to enable the Uncovenanted Assistants to do it, it will be necessary in turn to relieve them of much work which now falls upon them, and which under their general superintendence might be well undertaken. I would therefore propose the following transfer of duties.

TRANSFER OF DUTIES.

From Assistant Secretary,
To Uncovenanted Assistants.

All Routine duties, such as reading, revising and correcting Abstracts, Narratives, Editors' Lists, &c., preparation of special notes, drafts, &c. All matters connected with the control and management of the office establishment under extended powers to be vested in the Uncovenanted Assistants.

APPENDIX No. 31

Secretariat of the North West Provinces.

From Uncovenanted Assistants,

To Superintendents.

All matters connected with Departmental work for which the Uncovenanted Assistants are now held responsible. The work here indicated is well understood in the office, and it will not be possible to describe every minutiæ of it here, but I will give an idea of it.

41. At present the Uncovenanted Assistants are in a manner held responsible for all drafts, notes, statements, &c., prepared in the office, which involves the labor of reading every paper before it is sent up to the Assistant Secretary. I would hold the Superintendents directly responsible for every work done in their respective Departments. They should also be made responsible for the Copying work—viz., that work is neatly and correctly copied, that it is not unnecessarily lengthened to increase the value of the work, &c., &c. All these and various other duties which it is needless here to describe, and which, as being connected with the management of the Office, now fall on the Uncovenanted Assistants, should be performed under their general control and supervision by the Superintendents.

42. The duties entrusted to Departmental Superintendents are onerous, and their responsibility is equal to that of the Head of any large office. If the arrangement I have proposed be sanctioned, the duties and responsibilities of Superintendents would be considerably increased. I would therefore suggest a proportionate increase to the pay of the office. 300 rupees is the lowest salary at present assigned, but the gradation from the lowest to the highest is not regular, and the highest salary is 400, thus:—

4th	300
	25
3rd	325
	25
2nd	350
	50
1st	400

I would propose to raise the salary of the highest post to 450, and to make a gradation of fifty rupees between every step, thus:—

4th	300 ..	Increase	0
3rd	350 ..	„	25
2nd	400 ..	„	50
1st	450 ..	„	50
			125

43. Mr. Muir acknowledged in his letter to the Government of India of March last, that our recorders are under paid. Indeed considering the nature of the duty, and the extent of work required from them, the salaries are inadequate. The salaries at present stand as follows: 150, 140, 130, 120, the gradation being 10 rupees. Mr. Muir proposed an increase of 20 per cent. according to which the salaries would stand as follows:—

Present.	*Add 20 per cent.*	*Proposed.*
120	24	144
130	26	156
140	28	168
150	30	180

APPENDIX No. 31.

Secretariat of the North West Provinces.

44. The financial result of the arrangement proposed in this note is as follows:—

Present expense of Section writers as shewn by Mr. Ricketts			68,808
Cost of proposed copying establishment		4,290	
3 Superintendents at 120		360	
		4,650	
2 Draftsmen at 70		140	
Increase to two Uncovenanted Assistants ..		400	
Increase to Superintendents		125	
Do. Recorders		108	
		5,423	
		12	
or per annum		65,076	
Deduct			
Salary of Mr. Kitchen	150		
Do. Kunnyhasob or 1 Draftsman	70		
	220		
	12		
	2,640—	2,640—	62,436
			6,372

45. I have endeavored as much as possible to keep to Mr. Ricketts' scheme, consistently with Mr. Muir's Departmental arrangement, and I have proposed increase of pay in such cases only, as a correct appreciation of labor and responsibility from my own experience of the duties rendered imperative.

JAMES REBELLO.

AGRA, 31*st October* 1856.

APPENDIX No. 32

Secretariat of the North West Provinces.

NOTE BY MR. OLDFIELD, ASSISTANT SECRETARY, ON MR. RICKETTS' PROPOSALS RESPECTING THE SECRETARIAT OF THE NORTH WEST PROVINCES.

Mr. Ricketts has shown that, whereas the work in the Bengal Secretariat is ten per cent more than in the Agra office, the cost of the uncovenanted agency in the latter has been twenty per cent more than in the former; and this great difference he shows to be owing to the excessive cost of the Section Department in our office.

He would, by entertaining copyists on fixed pay at very much reduced rates, reduce the average annual cost of this department, from Rupees 68,808 to Rupees 50,328.

He proposes to have eighty six copyists on salaries ranging from Rupees 100 to 26 per mensem, under the supervision of three Superintendents, each on Rupees 120. I am certainly in favour of the introduction of fixed salaries for copyists; the plan works well in Calcutta, and has also, I think, in our office, where it has been lately partially introduced.

It is also undoubted that the cost of our Section Establishment is susceptible of much reduction.

The rates paid for Section writing are excessive for work which requires mere manual aptitude, and appear still more so when compared with the salaries of other appointments in the office requiring higher qualifications.

We have had difficulty at times in filling the latter posts, section writing being preferred on account of the larger earnings which it gives.

But when all this is considered, I think the proposed reduction, which I suppose it is intended to make immediately, is too great.

Many of our Sectioners average more than 100 rupees per mensem, while one or two earn over 200. The sudden reduction would be very much felt.

I do not think, also, that we could find copyists worth having at Agra willing to come for 26 rupees a month.

Men on low pay not only write badly but slowly, and will give but little work.

A fewer number of good copyists on the higher salary, will do as much as a larger number on the smaller pay, and do it also better.

I would, in preference, propose to entertain eighty men on five grades of salaries ranging from Rupees 110 to 40, thus.—

		Rupees.
2	on	110
5	"	100
15	"	75
25	"	50
33	"	40
	Total Monthly	4,315

These eighty men thus paid, would do as much work, and do it better than eighty six on lower rates.

90.

APPENDIX No. 12.

Secretariat of the North West Provinces.

This is much over the total cost estimated by Mr. Ricketts, but I doubt our procuring qualified copyists for less at Agra, for some years to come.*

The best method of supervising the work of these copyists remains to be considered.

Hitherto the Section Establishment has held an anomalous position in the Secretariat.

Whilst the system of the Secretariat has been departmental, business of every description falling within one or other of four departments, each department being under the control of a separate Superintendent, who was the sole responsible officer for the despatch of business in his department, the copying work of the entire office has been separated, and placed under the superintendence of a distinct officer, who was beyond the control of the Superintendent of Departments, the responsibility of the latter being thus divided in a very important portion of the business of the office.

Of late, as an experiment, a certain number of copyists were apportioned to each department for the current copying work, for the due despatch of which the Superintendent of Departments was thus made immediately responsible.

This experiment has, I think, answered well; and I would recommend its extension by apportioning the whole body of copyists amongst the different departments.

This plan, however, will require one Superintendent of copyists in addition to the number Mr. Ricketts proposes; that is, four Superintendents, one for each department. The cost of the copying establishment would then stand:—

4.	Superintendents at	Rs.	120	480
2.	Copyists	„	110	220
5.	Do.	„	100	500
15.	Do.	„	75	1125
25.	Do.	„	50	1250
33.	Do.	„	40	1320
2.	Draftsmen . ..	„	70	140
				5,035
				12
				60,420

Mr. Ricketts' next proposal is to afford assistance to the Secretary by the appointment of two Uncovenanted officers on 800 rupees per mensem, qualified to relieve him entirely of routine business.

And for this purpose he would appoint an officer on 500 rupees monthly as Controller of the office, whose duty would be simply supervising the office, and who would thus take all details connected with the working of the office off the Uncovenanted Assistant's hands, and leave the latter at leisure to afford aid to the Secretary.

I do not think the separate office of Controller is necessary or advisable; nor do I think it the best means of relieving the Uncovenanted Assistant.

If the Controller is simply to superintend the office, that is, see that each man does his work, this duty is already performed by each superindent in his own department.

The Uncovenanted Assistant at present is, and I think should continue to be, looked to for the general well being of the office; the fewer men, therefore, between him and the work the better.

It must also be remembered that, to be of assistance to the Secretary, all papers must pass through the Uncovenanted Assistant's hands, and he must be intimately acquainted with the working of the office. The appointment of a Controller would take much of this necessary knowledge from him, and the scope of his assistance would proportionably decrease.

* In the course of time we may look for a reduction in the cost of this part of our establishment, as candidates for appointments increase, as printing is made more use of, and attention is paid to late instructions for reducing the work to be copied. But now, we must secure an establishment calculated with reference to present wants, not for possible contingencies.

APPENDIX No. 32

Secretariat of the North West Provinces.

It further appears to me that Mr. Ricketts overrates the assistance which it is in the power of an Uncovenated officer to afford the Secretary.

All an Uncovenanted Officer can do is, to prepare papers and cases for the Secretary; but this does not afford real relief. The Secretary as the responsible officer, under whose signature every thing passes, must see that the preparation has been correctly and carefully performed.

The relief is then only partial.

But what is required is, aid in the final disposal of business, that which takes both preparation and disposal off the Secretary's hands; and this none but a Covenanted Officer can give, as he alone possesses the necessary powers.

Mr. Rebello, I see, in his note, proposes to make over some of the duties of Uncovenanted Assistants to the Superintendents of Departments. I am averse to this proposal. Had such been possible, it would have taken place before now. But, in fact, the duties of Superintendents are already sufficiently heavy.

In the Secretariat Establishment, as it at present stands, there is one General Assistant on 150 rupees per mensem, whose duty it is to assist the Uncovenanted Assistants. If it is desired to give the latter more relief, the better plan will be to add another General Assistant on 150 Rupees. This would provide an officer competent to take the current duties of the Uncovenanted Assistant for a day or two, when any extraordinary call might be made on the latter.

Mr. Rebello has suggested a trifling increase to the pay of Superintendents.

If we leave the pay of Superintendents as it stands, and increase that of Uncovenanted Assistants, too great a difference would exist.

I think the small addition proposed by Mr. Rebello, might be made with advantage.

I am also in favour of an increase of twenty five per cent to the salary of Recorders. It is of importance that the abstracts of Proceedings should be properly drawn up; and we find some little difficulty in procuring qualified men to fill vacancies.

Beyond these, I am not aware of any changes which need at present be made. The Secretariat establishment has very recently been carefully reorganized by Mr. Muir; and, after a year's successful trial, our present establishment was, in May last, recommended to the Supreme Government to be continued for another year.

Of the above measures, I would most strongly recommend the addition of a fourth Superintendent of copyists, the appointment of a second General Assistant, and the increase of the pay of Recorders.

The increase of the pay of Superintendents would very much depend upon the salary to be given to the Uncovenanted Assistants.

If the one is increased, I think the other should be also.

The result of these proposals would be an annual increase of 1,008 Rupees.

Annual expense of Copyists	Rupees 60,420
Do. additional expense of Assistants	9,396
	69,816
Deduct	
Expense of Sectioners.	68,808
Annual Increase.	1,008

—— OLDFIELD.

Assistant Secretary to Government.

November, 10th 1856.

98.

APPENDIX No. 33.

Secretariat of the North West Provinces.

NOTE BY MR. REID, ASSISTANT SECRETARY, ON MR. RICKETTS' PROPOSAL REGARDING THE SECRETARIAT ESTABLISHMENT OF THE NORTH WEST PROVINCES.

In obedience to His Honor's orders, I append my Note to those of Mr. Oldfield and Mr. Rebello on the above. The Papers came back from Agra just as I was leaving Nynee Tal, and I have not had time to consider all details.

The three distinct alterations proposed by Mr. Ricketts are,

1. The Remodelling of our Copying Establishment.
2. The appointment of a Controller of the Establishment, on a salary of 500 Rupees.
3. An increase to the salaries of the 2 Uncovenanted Assistants to the Secretary.

In respect to the first, Messrs. Oldfield and Rebello have gone into so much detail, that little more remains to be said on the subject. I quite agree in the propriety of having a copying Establishment on fixed pay, instead of Sectioners paid at so many words per rupee; but I think Mr Ricketts scale of salaries is too low to secure decent copyists. In talking over the matter with Mr. Ricketts' at Nynee Tal, I mentioned the difference between Calcutta and Agra. He said he did not care if his rates were altered, so long as the aggregate amount was not exceeded.

I agree with Mr. Oldfield that 80 men (instead of 86 proposed by Mr. Rebello) will be found quite enough for all our copying work—or 20 men to each Department. Taking Mr. Rebello's estimate of 50 lacs of words, as the monthly outturn of the work, the average per man will fall 62,500 words per month, or 2,404 per day. This is a fair average. Our worst copyist in camp gives more work than that per month. I prefer Mr. Oldfield's rates of salary to Mr. Rebello's. The only objection I see, is, that the aggregate is so much in excess of the amount allowed by Mr. Ricketts. This is a serious difficulty, and can only be got over by lowering rates. The modifications I would suggest are contained in the appended tabular statement, which gives a comparative view of the several proposed Establishments. The result is given in the margin.*

I also agree with Mr. Oldfield, in having four Superintendents of copyists, instead of three as proposed by Mr. Ricketts and adopted by Mr. Rebello. We have 4 distinct Departments in the office, each having its separate staff of officers; and when (as is thought desirable by all) the copyists are also told off departmentally, each Department should, as a matter of course, have its own supervisor of copyists. One man could not properly look after more than 20 men, and also keep up his registers and checks.

In determining the number of each grade, I have kept in view the equal distribution of *each grade* to *each Department.*

One Draftsman is quite enough for all our map work. We have only one now, and he is not overworked. Mr. Ricketts allows two because they have two in Calcutta. Mr. Rebello has one in his proposal, but Mr. Oldfield two. The 70 Rupees thus saved, I would allot for the salary of a

	Aggregate of Copying Establishment.	*Excess.*
*Mr. Ricketts'	4,554	„
„ Oldfield's	4,955	401
„ Rebello's ...	4,720 ...	166
„ Reid's	*4,680	126

* Reckoning for 4 Superintendents of Copyists and 1 Petition Register Keeper.

Mr. Rebello reckons for 3 Superintendents in his Amount of 4,720, and no Petition Register Keeper.

APPENDIX No. 33.

Secretariat of the North West Provinces.

Petition Register Keeper. There is no such person now on our Establishment, and we have got on the best way we could for the last three years, by making extra charges in the section bill. This point evidently escaped Mr. Rebello's notice.

Mr. Oldfield's observations on the high allowances of our copyists, compared with the salaries of some of the assistants from whom a better kind of work is expected, appear to me very apropos. If for mere mechanical work we give 175 or 150 a month, we can never expect to get good men as Abstracters, Drafters or Indexers, on salaries ranging from 120 to 150; and yet this is the present state of things in the office. I may here mention that in the late experimental measure, of a few copyists on fixed pay, for the despatch of current work, Mr. Muir was very much hampered by the effects of the section system. He found that such and such copyists had for a course of years earned so much per month. In a spirit of liberality and justice to the parties, he thought it would press hard upon them to be put upon salaries much lower. The time, however, seems to have arrived, that we should carry out a complete reform in the Copying Department, unshackled by the past operations of an unsatisfactory system. Mr. Ricketts' general scale allows us 20 or 25 per cent above the Bengal salaries for copyists.

It may not be irrelevant to state here, that this old section system has crossed us at every turn in connexion with the Copying Establishment. Whenever an attempt has been made to reform the Copying Establishment, it has been met with the plausible objection, "look at my average earnings for so many years; they amount to 200 a month, and you offer me 100 or 120!" This is true enough, but it is also true that in sectioning, the man has worked early and late, in office and out of office. By extra exertion he has made large bills; his wants, whether real or fancied, have grown up with his income, he cannot now live upon a reduced income. On a fixed pay he will only work within office hours, and not turn out the work of two men. I will venture to say that a year or two after the abolition of the section system, we will get as good copyists for half the allowances our sectioners now draw.

I now come to the second point of Mr. Ricketts' Paper, the appointment of a controller. Such an appointment is certainly quite unnecessary. At present, each Department of our office has its own controller in the person of its superintendent. The four superintendents are again subordinate to the two Uncovenanted Assistants to the Secretary, in their respective branches. A middle man would only be a clog. Mr. Muir's organized plan of the Establishment as it now stands, had for its object a division of labor and responsibility. It has worked well, and should not be disturbed. Mr. Ricketts told me that his idea was, to have a sort of Serjeant to see that every man was at his post and discharged his work fairly, so that the Uncovenanted Assistants to the Secretary might have more time to devote to assisting the Secretary with notes, collating information from masses of papers, &c. Mr. Ricketts thought the benefit to be derived would be well worth the expense. But if we can secure the same or greater benefit through the agency of the separate Superintendents, I presume Mr. Ricketts will not object to give us the money. We could well lay it out in making the general office more efficient. For example, we could make the excess proposed in the Copying Establishment a set off to the 500: but I shall presently come to the financial result of the whole.

The last point for consideration is, the increase to the salaries of the two Uncovenanted Assistants; but here I may be excused for giving no decided opinion, as the matter concerns Mr. Rebello and myself personally. Whether we *ought* to get more salary or not, is for the Secretary and His Honor to decide. Looking at it prospectively, however, the change may be desirable for more reasons than one. By the grant of larger salaries, these posts would be sought after by a superior class of men; I mean men educated at our Universities and Colleges, whose acquirements would, with Indian experience and official aptitude, fit them for discharging the duties with exemplary credit. The time too is drawing on, when the higher grades of the Uncovenanted service will assimilate more with the Junior grades of the Covenanted than is the case now, and whatever will promote that object seems worthy of consideration.

APPENDIX No. 53.

Secretariat of the North West Provinces.

If His Honor be pleased to agree to the increase being given to the present incumbents, they will receive it gratefully; if not, they have no reason for any dissatisfaction. Both Mr. Rebello and myself have nearly done our work, and may be said to be drawing nigh to the close of our official career. Let the future Assistants to the Secretary be superior men to us—certainly not worse.

I may be permitted just to make one more remark. I am led to believe that Mr. Ricketts, in proposing 800 Rupees for the Uncovenanted Assistants, kept in view his own proposals in regard to Uncovenanted Collectors, for whose first grade he has fixed 800 Rupees, and the Sudder Board have approved of the increase. Should not then an Uncovenanted* Assistant to the Secretary to Government, if he be fit for his post, be put on a par in respect to salary? Mr. Ricketts seemed to consider it as one of the prizes opened to the best men in the Uncovenanted service. I hope I shall be pardoned for indulging in these remarks. I do so with every deference to the better judgment of my superiors in office.

I may also be excused for saying that I do not follow Mr. Oldfield in his remarks as to the degree of assistance an Uncovenanted Assistant to the Secretary *may* render to his Superior. Mr. Ricketts' proposal contemplates raising the appointment *in every way*, and if this proposal meet with the approval of His Honor the Lieutenant Governor, surely he can delegate any duty or responsibility of a superior character to the incumbent!! It is after all, a subordinate ministerial post, dissimilar in duty to administrative appointments, such as Revenue or Magisterial offices; but certainly of equal importance. In the absence of a prohibitory law, or interdict from higher authority, I presume the head of the Government may exact any kind of ministerial work from Ministerial Officers, by the promulgation of a local Order.

Nor do I see the sequence contained in Mr. Oldfield's remarks that if the salary of the Uncovenanted Assistants to the Secretary be raised, those of the Superintendents must be so too. However, it is not my province to discuss these matters here.

I think the increase proposed to the salaries of Recorders or Abstracters highly desirable for the reasons given by Messrs. Oldfield and Rebello. Mr. Muir thought the increase should be 25 per cent above his scale. This would given an aggregate increase of 135 Rs. per month. The salaries of the 4 Abstracters are now 540. One fourth added would make the sum 675 as per margin.†

I have no objection to the increase in the salaries of the Superintendents proposed by Mr. Rebello and agreed to by Mr. Oldfield; but instead of four grades, I would have two; that is, two Superintendents on 400, and two on 350. The difference between 300 and 450, appears to me too great, when the duties are nearly the same. The gradationary system is very good in a large office, but if carried too far, it may impair efficiency. In the Bengal Office, I see they have several Assistants on the same salary. One being independent of another, but all under the Uncovenanted Head.

I do not see any necessity for deciding in the present instance as to what work the Superintendents should do, or for any formal transfer of any work to them from the shoulders of the Uncovenanted Assistants to the Secretary. The latter hold the former answerable for all the work in their Departments, and, in like manner, the Secretary looks to the Uncovenanted Assistants for the general management and well being of the office. My views in this respect are in accordance with those of Mr. Oldfield. Office arrangements for work are easily settled by an office order passed by the Secretary.

*NOTE—For myself I can say that I consider such a post preferable in every way to that of Deputy Collector and Deputy Magistrate, else I should not have given up my Deputy Collectorship for one, when I was strongly recommended to the Government of India by the late Lieutenant Governor, for promotion to a 650 grade. It is true I did not get it then, but I would now, I believe, have been on the 600 grade.

P. B. R.

†Present scale.	Proposed increase in round numbers.	Total
1 120	30	150
1 130	32	162‡
1 140	35	175
1 150	38	188‡

‡Better make these 165 & 185.

APPENDIX No. 33.

Secretariat of the North West Provinces.

I pass over the thirteen paragraphs of Mr. Rebello's Note, which treat of reduction of work and the transmission of enclosures &c., as this is a matter unconnected with the call upon us. This will well form the subject of separate enquiry by the Secretary, should Mr. Ricketts' observations be taken into consideration by His Honor; and certainly there is great room for improvement here. The numerous enclosures we now receive from subordinate authorities, can be easily done away with, by the authority corresponding with Government condensing the information in one exhibit. For my own Departments, (the Revenue and Judicial,) I shall be prepared with a full Note for the Secretary as soon as I have the time. While moving in camp I have not the time; nor have I access to all the papers required to be seen and thought over.

I now come to the "Financial results" of my propositions, and the shortest way to shew it appears this. I leave Mr. Ricketts' figures untouched. The 500 Rs. he adds for a controller, I would divide in this way.

1.	Increase to Copying Establishment as per Statement..	126
2.	Do. to Recorders..	135
3.	Do. to Superintendents..	125
		386
	Plus to be appropriated as the Secretary may hereafter determine	114
		500

The Annual saving then of Rs. 10,800, shewn by Mr. Ricketts, remains intact.

CAMP PILEEBHEET,
20*th November* 1856.

P. B. REID.
Assistant to the Secretary to Government North West Provinces.

P. S. I have forgotten to say that Mr. Ricketts suggested our communicating with the Bengal Office on the subject of his proposed Secretariat Establishment, so that we may act in concert. He has recommended the same alterations in their Establishments.

P. B. R.

APPENDIX No. 33.

Secretariat of the North West Provinces.

COMPARATIVE VIEW OF THE SEVERAL ESTABLISHMENTS PROPOSED FOR THE COPYING WORK.

Mr. RICKETTS' PLAN.	Mr. REBELLO'S	Mr. OLDFIELD'S	Mr. REID'S.	
4 men..... 100.... 400	8 men..... 100.... 800	2 men..... 110.... 220	4 men @ .. 110.... 440	
4 „ ..... 72.... 288	20 „ ..... 60.... 1,200	5 „ ..... 100.... 500	4 „ ..... 90.... 360	
17 „ ..... 50.... 850	26 „ ..... 45.... 1,170	15 „ ..... 75.... 1,125	12 „ ..... 75.... 900	
17 „ ..... 42.... 714	32 „ ..... 35.... 1,120	25 „ ..... 50... 1,250	20 „ ..... 50.... 1,000	
17 „ ..... 36.... 612	86 men..... 4,290	33 „ ..... 40.... 1,320	16 „ ..... 40.... 640	
19 „ ..... 30.... 570		80 men..... 4,415	24 „ ..... 35.... 840	
10 „ ..... 26.... 260			80 men..... 4,180	
88 men..... 4,054				
3 Supdts. @ 120.... 360	3 Supdts. @ 120.... 360	4 Supdts. @ 120.... 480	*3 Supdts. @ 120.... 360	*And one already on the Establishment (Mr. Kitchen) on 150 Rs. per mensem.
4,414	4,650	4,895	4,540	
2 Draftsmen..... 140	1 Draftsman..... 70	1 Draftsman..... 70	1 Draftsman..... 70	
4,554	4,720	4,995	4,610	
			1 Pet. Reg. Keeper.. 70	
			4,680	
*Mr. Rebello has in his memorandum deducted the salary of the present Superintendent of Copyists, so that he really proposes only 3 men.	Excess on Mr. Ricketts' Plan. 166	401	126	

P. B. REID.

Assistant to the Secretary to Government, North West Provinces.

104.

APPENDIX No. 34

Secretariat of the North West Provinces.

NOTE BY MR. SECRETARY THORNHILL ON MR. RICKETTS' PROPOSALS RESPECTING THE SECRETARIAT OF THE NORTH WEST PROVINCES.

My experience in the practical working of the Agra office is too limited to enable me to venture an opinion on the chief feature of Mr. Ricketts' proposed change; namely, whether a body of fixed copyists, &c., can be substituted for section writers.

I am, however, inclined to adopt the opinion expressed by Mr. Muir, that when the work to be copied is so fluctuating in amount as it is in the Agra Secretariat, a fixed establishment would be only partially employed at times, while not unfrequently the press of work would be beyond its power to get through, and vexatious arrears and delays would result.

It is erroneous to argue from averages. The work of the year may be such as would afford full, but not severe, employment for eighty men during the office hours of three hundred days; but if this work is thrown upon two hundred days, the office must break down. And, upon these grounds, I should be disposed to recommend that section work be retained, until it shall become apparent that the work of the office has reached its maximum, and has subsided into an uniform current, and not likely to be disturbed, as it now is, by great irregularities and sudden influxes.

As regards the remuneration, we can hardly expect to obtain copyists at Calcutta rates for some years.

In Calcutta, the vast number of writers in the commercial houses, renders the Government employ merely one among the many means of obtaining a livelihood by a knowledge of English. There is, therefore, always a large section of the native community educated solely for this service. But in the North West Provinces, the demand has hitherto been confined to the Government offices, and has been so limited as to render the service one which has hardly attracted competition. Until, therefore, a new race of natives who are competent to write English well and rapidly springs up, we cannot dispense with the services of those who are retained only by far larger emoluments than Mr. Ricketts would assign, and who could readily find employment in the many offices which have been established in the Punjab, Oude, and Nagpore territories.

If I rightly comprehend the duties which Mr. Ricketts would assign to the Controller, this Officer would be out of place. In the system which Mr. Muir has organized, and which answers admirably, each department is placed under a well paid superintendent, who is responsible for it to the head of the office. The creation of a Controller would destroy this direct responsibility, and would afford no equivalent.

I should be glad to see the salaries of the uncovenanted assistants raised to Rupees 800; and would then suggest that the appointments be made by the Government, and gazetted; and authority given to them to sign all formal and routine orders, such as the communication of copies for information and guidance, reminders, circulars &c.

C. B. THORNHILL,
Officiating Secretary.

13*th December*, 1856.

106

APPENDIX No. 35

Secretariat of the North West Provinces.

COMPARATIVE STATEMENT BETWEEN BENGAL AND NORTH WEST PROVINCES OF LETTERS RECEIVED AND SENT IN 1855.

BENGAL.						NORTH WEST PROVINCES.						
	1 No. of letters received	2 No. of letters despatched	Detail of Column 2				1 No. of letters received	2 No. of letters despatched	Detail of Column 2			REMARKS.
			Real	Subsidiary	Nominal				Real	Subsidiary	Nominal	
Judicial	7,338	8,360	4,907	1,649	1,804	Judicial	2,824	3,531	2,528	707	296	
Revenue	2,289	2,232	1,573	624	35	Revenue	2,574	3,718	2,516	1,137	65	
General	5,065	6,474	4,130	2,076	268	General, including financial and foreign	4,834	4,362	2,107	1,901	354	
						Public Works	252	3,555	2,314	1,194	47	
TOTAL	14,692	17,066	10,610	4,349	2,107	TOTAL	12,757	15,166	9,465	4,939	762	
						Increase in North West Provinces	"	"	"	590	"	
						Decrease do.	1,935	1,920	1,145	"	1,345	

Remarks. Returns which are merely filled up are not included among letters received.

Circular letters are only counted once in the return of letters issued

108.

COMPARATIVE STATEMENT OF LETTERS RECEIVED AND DESPATCHED FROM ALL DEPARTMENTS FROM JANUARY TO JULY 1856, AND SAME PERIOD FOR 1855.

DEPARTMENTS.	1. No. of letters received.	2. No. of letters Despatched.	DETAIL OF COLUMN No. 2.		
			Real.	Subsidiary.	Nominal.
Judicial.	1701	2597	1630	695	301
Revenue.	1733	2437	1672	730	84
General, Financial and Foreign.	2333	4614	1577	2583	376
Department Public Works.	2054	2136	1641	493	2
Total for 1856	7821	11,784	6,520	4,501	763
Total for 1855	7459	8,875	5,528	5,066	867
Excess over 1855.	362	2,909	992	"	"
Less.	"	"	"	565	104

110

APPENDIX No. 34

Secretariat of the North West Provinces.

STATEMENT SHEWING THE ACTUAL AMOUNT OF WORK COPIED IN THE CURRENT, COLLECTIONS AND PROCEEDINGS DURING THE YEAR 1855.

MONTHS.	At 800 words per Rupee.			At 1,000 words per Rupee.			At 1,200 words per Rupee.			Total.		
	Current.			Collections.			Proceedings.					
	R.	A.	P.	R.	A.	P.	R.	A.	P.	R.	A.	P.
January.....	1,323	2	6	1,277	3	7	1,514	14	5	4,115	4	6
February.....	1,735	10	6	1,263	12	9	2,057	9	„	5,057	„	3
March.....	2,605	13	3	1,389	10	9	1,324	6	5	5,319	14	5
April.....	2,479	7	3	3,748	„	3	1,696	4	4	7,923	11	10
May.....	2,620	5	„	4,903	7	6	1,869	15	4	9,393	11	10
June.....	2,563	15	1	3,685	5	1	2,839	13	2	9,089	1	4
July.....	2,664	12	3	701	11	8	990	12	4	4,357	4	3
August	2,594	12	3	2,225	3	11	1,377	11	5	6,197	11	7
September.	2,569	2	11	2,375	1	9	1,602	10	8	6,546	15	4
October.....	2,807	13	4	4,260	2	6	3,252	5	8	10,320	5	6
November.....	2,671	15	11	5,236	8	3	2,830	11	3	10,739	3	5
December.....	2,320	1	7	4,301	5	7	1,840	14	3	8,462	5	5
Total.....	28,956	15	10	35,367	9	7	23,198	0	3	87,522	9	8

112.

APPENDIX No. 38

Responsibility of Secretaries when there is, and when there is not a Council.

No. 1608, *of* 1857.

From

C. B. THORNHILL, Esquire,
Officiating Secretary to Government,
North Western Provinces,

H. RICKETTS, Esquire,
Commissioner for the revision of Civil Salaries
and Establishments throughout India.

Dated, Agra, *the 6th May,* 1857.

Sir,

I have the honor to acknowledge the receipt of your letter No. 930 of the 15th Ultimo, requesting my opinion as to the comparative degree of labor and responsibility imposed upon the Secretaries to Governors in Council, and Secretaries to Governors without a Council.

2. Having no experience of the manner in which the business of the Office of a Secretary to a Governor in Council is conducted, I regret my inability to institute the comparison you desire, and must confine my remarks to the following statement having reference to this Government.

3. A very great part of the labor involved in conducting the correspondence of Government, is performed by the Lieutenant Governor himself, who, in the majority of cases submitted for his orders, either drafts the replies with his own hand, or dictates them verbatim to his Secretary.

4. This must naturally tend to diminish the responsibility of the Secretary, whose chief labors consist in giving effect in detail to the orders thus passed.

5. Indeed it must be evident from the vast amount of correspondence received and disposed of by the Government of the North Western Provinces, that the establishment consisting of one Secretary and one Assistant Secretary, could never have maintained such punctuality and rapidity of despatch, had not the heavier share of those duties, which, it is understood, elsewhere devolve on the Secretary, been performed by the Lieutenant Governor himself.

Agra,
The 6th May, 1857.

I have the honor to be,
Sir,
Your most obedient Servant,
C. B. THORNHILL,
Officiating Secretary to Government of the
North Western Provinces.

114

Appendix No. 39.
Secretariat of Madras.

115.

PUBLIC DEPARTMENT.

No. 1798.

To

THE COMMISSIONER FOR THE REVISION OF CIVIL SALARIES AND ESTABLISHMENTS THROUGHOUT INDIA.

SIR,

I am directed by the Right Honorable the Governor in Council to acknowledge the receipt of your report on the Secretariat of Madras.

2. Your proposals regarding the Secretariat would appear to be these :

1st. That the salaries of the two Secretaries to the Government of Madras be reduced to Rupees 36,000 and Rupees 26,000 per annum, or rather that the Government of Madras be allowed Rupees 62,000 per annum for two Secretaries with a proviso that no more than Rupees 36,000 is to be paid to one person.

2nd. That the Covenanted Deputy and Assistant Secretaries be dispensed with, and their places supplied by two Uncovenanted Officers, each on a salary of Rupees 650 per mensem.

3rd. That the salaries of the twelve chief servants on the present establishments of the two Secretaries be improved, so as to raise their aggregate monthly allowances from Rupees 2,615 to Rupees 3,300 per mensem, or by the sum monthly of Rupees 685.

3. As respects the Subordinate Agency in the Office of the Revenue and Public Works Secretary, you believe the immediate appointment of two additional Clerks on Rupees 150 each, four at Rupees 100 each, and six on Rupees 50 each per mensem, the aggregate expenses Rupees 1,000 per mensem, to be necessary to place the Office on an efficient footing and secure the disposal, without objectionable delay, of the business which comes before the Government ; but as the Secretary asks for only one Uncovenanted Assistant and two Superior Clerks, you hesitate to propose a larger addition than an Assistant on Rupees 150 per mensem, and two Clerks on Rupees 100 per mensem each.

4. With respect to the first of the foregoing proposals or that of reducing the allowances of the Secretaries, you advert to a statement inserted in your report on the Bombay Secretariat—but not forwarded to this Government—showing the extent of country under each of the Subordinate Governments and the business in the several Secretaries' Offices. "In territory, resources and population, Madras falls short of Bengal. The land Revenue of Madras is less than that of Bengal by a little more then fourteen and a quarter lacs of Rupees. The system of revenue management in Madras must occasion more correspondence than is necessary in the Revenue Department in Bengal: but on the whole, the elements of work in Bengal exceed the elements of work at Madras. There are more districts, more Courts, more people, more wealth, more civilization, more trade. The work in the Offices of the Secretaries of the two Governments appears to be about equal. The real letters issued from the Office are more in Bengal by 2,354. The subsidiary and nominal in Madras exceed those in Bengal by 7,119; but these are papers of form and routine, and should give little, if any, occupation to the Secretaries. They should be disposed of by the subordinates in the Office. The North West Provinces and Madras appear to be, on the whole, about equal in sources of labor and correspondence. In area Madras exceeds the North West Provinces. In population, land reveune, and resources, the North West Provinces exceed Madras. The number of Courts and districts is nearly equal. As might be expected from the foregoing, the number of real letters in the Secretariat of the North West Provinces exceeds the number in Madras by about one-seventh, but there is more routine work in Madras than in the North West Provinces. The Secretariat of Madras costs Rupees 1,14,600 per annum. The Secretariat of Bengal costs Rupees 66,000 per annum. The Secretariat of the North West Provinces costs Rupees 38,400 per annum." "You can find no good reason why, if the efficiency of the subordinate Agency in the Office be placed on a footing with that class of Agency in Bengal and the North West Provinces, the expense of the Covenanted Secretariat establishment should be more in Madras than in Bengal and the North West Provinces."

5. You thus sum up your views on this part of the subject, "Taking all for and against into account, I can find no sufficient reason for fixing the remuneration of a Secretary to a Governor in Council at a higher rate than the remuneration of a Secretary to a Governor without a Council. Neither can I find any thing in the nature of the business, or in the

extent of the business, or in the position of the Secretaries with reference to the other members of the service, to justify my proposing a higher rate of pay for the Secretaries to the Madras Government than is paid to the Secretaries to the Government of Bengal. I am constrained, therefore, to recommend that the Salaries of the two Secretaries to the Government of Madras should be reduced to Rupees 36,000 per annum, and Rupees 26,000 per annum; or rather that the Government of Madras should be allowed Rupees 62,000 per annum for two Secretaries, with a proviso that no more than Rupees 36,000 per annum is to be paid to one person."

6. It may be proper in limine to remark that the correspondence of the Secretaries' Offices given in your report and for facility of reference reproduced in the margin is that for the year 1855 which, as respects the Revenue and Public Works Secretariat in particular, gives but a very imperfect idea of the correspondence of the Office, in as much as it applies to the year preceding that on which the Public Works Department came fully under the Revenue Secretary's charge. It would be more equitable to take the correspondence for 1856 as then the Public Works Department was in full operation in the Secretary's Office.

	Recd.	*Des.*	*Total*
Chief Secretary.....	5,521	4,684	10,205
Revenue Secretary ...	2,993	1,793	4,786
	8,514	6,477	14,991

	Received.	Sent.	Total.
1856 Revenue...	1,557	1,341	2,898
„ Public Works...	3,098	2,431	5,529
			8,427
		Add Petitions.....	2,160
			10,587

or about 150 per cent more than is shown in your statement, and it is quite certain that business is annually on the increase.

7. The correspondence in the Departments under the Chief Secretary has also largely augmented, and in 1856 stood as follows :

	Received.	Despatched.	Total.
Public	1,835	1,526	3,361
Judicial...	1,926	1,362	3,288
Political...	760	551	1,311
Financial...	729	620	1,349
Financial Railway	606	481	1,087
Ecclesiastical...	542	482	1,024
Marine...	410	411	821
	6,808	5,433	12,241

The correspondence in both Offices for eleven months of the year now closing was :

Departments under the Chief Secretary.

	Received.	Despatched.	Total.
Public...	1,963	1,705	3,668
Judicial...	1,984	1,563	3,547
Political...	1,141	1,005	2,146
Financial...	565	767	1,332
Financial Railway...	705	575	1,280
Ecclesiastical...	411	402	813
Marine...	500	504	1,004
	7,269	6,521	13,790

Departments under the Revenue Secretary.

Revenue...	1,489	1,236	2,725
Public Works...	2,378	2,211	4,859
	3,867	3,447	7,584

8. Having thus premised, I have now to observe, in regard to the comparison which you have instituted between the Madras Government Secretariat and that of Bengal or the North West Provinces that there is a difference between the old and long established Governments of Madras and Bombay and the Lieutenant Governorships of Bengal and Agra, and consequently that there should likewise be a distinction between the positions of their chief ministerial Officers. Madras has its separate Army, its general Financial control, extensive Political relations and other sources of business that either do not exist in the Lieutenant Governorships or are there administered by the Supreme Government. In Madras the Political Department of the Government comprising the supervision of the Travancore and Cochin States, the Poodoocottah, Ganjam and Vizagapatam Agencies, and the Tanjore and Carnatic Durbars is a very heavy and important department, and from the arrangements incident to the late extinction of those latter dynasties will for years to come, continue so. In Bengal and the North West the Political functions of those Governments are, as will be seen from the administration reports of 1855-56, almost nil. In other Departments as Railway—this last being at Madras a very heavy department—the work in Bengal and Agra is conducted almost wholly by the Government of India. This Department is not noticed in the Bengal administration report at all, in that for Agra, page 82, it is disposed of in a few lines. In other Departments common to all three Governments, as the Revenue and Public Works, the amount of business at Madras is very far in excess of that either in Bengal or the North West. In these last Governments the Revenue is settled either permanently or for a long term of years. The Public Works in the Agra Presidency are confined to the Ganges and Jumna Canal, Public buildings and a few roads, notably the grand Trunk road. In Bengal they are limited to public buildings, roads and embankments and there are no works of irrigation at all. In Madras besides roads, buildings and embankments, the Public Works include works of irrigation in vast numbers scattered through nearly every District in the Presidency, some as the Godavery, Kistnah and Cauveri Anicuts of great magnitude and with extensive systems of subsidiary works of irrigation, drainage and navigation attached to them, all the property of Government and with immediate bearing on the public revenue, which rises with their improvement and falls with their disrepair. Taking all these considerations into account, the Government must demur to your view that the elements of work in Bengal exceed those in Madras. The number of Districts and Courts may be greater in the former, but the true elements of work, the Political relations, the financial position, the landed tenure, and the system of public works are it is submitted far greater at Madras than in Bengal and of course therefore than in the North West Provinces.

Report on Bengal, page 63.
"*The Political relations with the Foreign states, Nepal, Bootan and Burmah which border upon the Provinces under the Bengal Government are controlled by the Supreme Government and there are strictly speaking no Political affairs according to the usual acceptation of that term in India which are conducted by the local Government.*"

Report on N. W. Provinces, page 90.
"*The business of this Government in regard to Political and strictly Military questions is extremely limited.*"

9. Again the reduction of allowances which you have proposed would greatly affect the status of the Madras Secretariat. At present the Secretaryships are looked to as among the highest Offices under Government and frequently filled by Officers from important Offices in the Provinces or at Madras, as from the Board of Revenue. If the emoluments are to be cut down, the Offices will be held by much younger men who will remain in them for shorter periods. The changes in the Secretariat will be more frequent. The present state of things will be reversed and in place of men entering the Secretariat from high posts in the Provinces and at the Presidency, the tendency will always be to quit it for what will then be promotion in those Offices. Indeed in this new scale the Revenue Secretary will be absolutely, and taking into account the greater expense of a residence at Madras, the Chief Secretary will relatively be worse paid than Judges and Collectors are now paid or than as you have proposed to pay first class Zillah Judges in your scheme. It is not easy to see how they can be filled in such case except by very Junior Officers. The Chief Secretary will look to a Sudder Judgeship, the Chief Revenue Commissionership, or even a Mofussil Commissionership in your Revenue scheme, for all, the expense of Madras considered will be better paid Offices than his own, and the Revenue Secretary besides these will look to nine Session Courts and two Collectorates as actually better paid under your proposed arrangement than his own Office, and all other Offices of the same class as really more remunerative in consequence of

being in the Mofussil. Instead of the old and experienced Officers being placed to review and supervise the work of the young, it will be the young and inexperienced who will supervise the work of the old, the feeling and spirit of the service will certainly not improve. All the orders of Government will be issued by a man junior to every Judge and every Collector in the Country.

10. Under the Government of India the Secretaries hold the highest Offices, are always men selected from the whole Civil Service, without reference to whether they have been in the upper or lower Provinces, and their salaries are such as to prevent their looking to any other Office under Government. The Government here fail to perceive, why it should be otherwise in this Office. At the India House the Secretary is the most able of the Company's Home Servants and the best paid it is believed.

11. Moreover at present the two Secretaryships to Government at Madras are among the few prizes in the Service. These two appointments with seats in the Revenue Board and on the Sudr Bench and the Accountant Generalship are the only Offices of high emolument, and consideration to which the service have to aspire. It is not so in Bengal. The Secretary there looks to promotion to the Secretariat to the Government of India, to Commissionerships, Lieutenant Governorships or a seat in the Supreme Council. There is indeed no legal bar to the Madras Civilian getting these things, but practically neither he nor his confrere at Bombay has ever done so, nor is it likely that they ever will, considering the little chance which they have of bringing themselves to the notice of the Head of the Government of India or of being known beyond the limits of their own Presidencies.

12. On the substitution of Uncovenanted for Covenanted Agency in the Deputy Secretaryships, the Government find it difficult to say more than they have already said in Mr. Maltby's letter of 3rd June last. They must however be pardoned for remarking that you would seem to have a very imperfect idea of the business in which the Deputy Secretaries are employed and for which they are required at Madras. Speaking of the application made by this Government for an Assistant to the Revenue and Public Works Secretary you say, "The Secretary's own statement and the orders of the Members of Government all go to show that the want was subordinate Agency, competent to dispose of all details, to draft common place letters, to superintend the preparation of all necessary registers and to relieve the Secretary entirely of all mechanical and routine duties, so that he should be able to devote his whole time to that part of the work which is peculiarly the Secretary's duty and cannot be done by any one else."

13. In the papers written relative to the appointment of an Assistant Secretary in the Revenue and Public Works Departments, reference was indeed made to that Officer relieving the Secretary of matters of detail, but it is quite an error to suppose that the Deputy and Assistant Secretaries are wholly or indeed mainly engaged in detail or routine duties. On the contrary, the business in both divisions of the Secretariat has of late years increased so enormously from the addition of new branches and increased work in the old ones, that both the Deputy and Assistant are largely employed, of course under the orders and supervision of their respective Secretaries, in disposing of papers which if their time permitted, the Secretaries would take themselves.

14. You continue "a system which is not allowed at Calcutta or Bombay or Agra cannot consistently be permitted at Madras." The Government would submit that the question is whether the Madras system is the better one. If it be, it surely should not be upset for the sake of consistency. It would be more reasonable to make the other system conform to it. Moreover the Secretaries to the Supreme Government in the Home and Foreign Departments have Covenanted Deputies on higher rates of pay, 1,250 Rupees per mensem, than ours. At Bombay with a smaller territory and revenue although there are no Covenanted Deputies there are three Secretaries costing in the aggregate about the same as the two Secretaries and the Covenanted Deputies at Madras. The Government of Bengal as a separate Government is of very recent formation; since it has been established, it has been found necessary to strengthen it with a Junior Secretary costing more Rs. 2,500 per mensem, than both our Covenanted Deputies put together, and it may prove necessary to augment the Covenanted Agency there still further.

	Per Mensem.
Chief Secretary including 300 *Rs. House rent*	3,633
Secy. Pol., Jud., Secret,	2,916
Do. General Department	2,916
	9,465
The monthly cost of the Madras Secretariat Covenanted is,	
Chief Secretary	4,166
Revenue and Public Works do.	3,333
Deputy Secretary	1,050
Do. Revenue and Public Works	1,000
	9,549

15. Conceding apparently that highly qualified Uncovenanted Agency is not to be obtained in this Presidency you say that it may be had out from home, that there are plenty of men of first rate ability and education who would be glad to come out to Offices of 650 × 12 = 7,800 = 780 £ a year. This may be admitted, but then these men have to be imported, the Government taking the chance of their aptitude for business, temper and other points which have to be attended to besides mere talents and attainments. Besides such men as they enter the office so they will remain in it without local knowledge of any kind or means of acquiring it and therefore as already remarked much inferior to "men who have been for some years employed in the Provinces in active administrative duties and thus bring to the office a practical knowledge of business which an Uncovenanted servant however able cannot have." The further objections to the substitution of an Uncovenanted for a Covenanted Deputy urged in the same paper and for facility of reference quoted in the margin are of much weight and have not been noticed by you, and after all the saving to be effected by the change is, as you admit, insignificant. You add however "your firm belief that if proper care be taken in selecting men for the new offices, the work of the Secretariat will be better done without the Covenanted Deputies," but this is a point on which experience may be allowed to have some weight. The Secretaries here who have had the advantage of good Covenanted Assistants and know what they are worth, and can have no desire to object to aught that would enhance the efficiency of their offices are unanimously of a different opinion.

Letter to Commissioner, 3rd June 1857, p. 3.

"*This consideration (i. e. the administrative experience possessed by the Covenanted Deputies) is always of much weight, but becomes peculiarly important, when the absence of the Secretary from sickness or other personal cause or from accompanying the head of the Government on a tour as on recent instances leaves much of the work of the office to be performed by the senior subordinate. The Secretary who remains at the Presidency has on these occasions the general control of all the Departments, and must be overwhelmed with the mass of business unless he has the most effectual aid. The contingency of his own sudden illness has also to be kept in sight, and the Right Hon'ble the Governor in Council feels strongly that there should never be a risk, even for a brief period, of the Secretariat being left without a Covenanted Officer, to open and bring before Government the important and varied letters addressed to it, and to be the channel of its communications with the Home authorities, with other Governments, and with its own Principal Officers in their several Departments.*"

16. The arrangements which you have proposed for increasing the allowances of the higher classes of servants under the two Secretaries are certainly much needed and would be a great boon. The pay at present is not enough to attract or retain good servants and the public service suffers in consequence. You would however make this improvement contingent on the substitution of Uncovenanted for Covenanted Deputies. It is you observe "entirely unreasonable to desire both Covenanted and Uncovenanted efficiency. With two Covenanted Assistants the Uncovenanted Officers must be mere drudges and should receive no more than drudges' pay." It is not easy to see why it should be unreasonable to desire efficiency in all departments of the Government Office, but there would seem some inconsistency in your reasoning. According to your hypothesis Uncovenanted Deputies are preferrable to Covenanted ones. It follows therefore that there would be less need of improving the subordinate establishment by giving higher rates of pay, if the former were introduced than if the latter were retained. In point of fact however the increase is much called for in either case. In neither would these men be mere drudges. In both they would be employed in routine duties indeed, preparing precis, drafting general letters to the Court of Directors, passing orders on Court's Despatches and the like; but such as require men of fair education, ability and business-like habits, and who would not be overpaid at the rates specified by the Commissioner. The increase besides is but trifling, only Rupeees 685 a month for the two Establishments and it will hardly be denied that if it be false economy to under-pay and under-man any office it is eminently so as regards an office which is to conduct the administrative duties of an Indian Government, to control all Subordinate Departments, and to be the channel of communication with the Governments of the other Presidencies, the Supreme Government and the Home authorities.

I have the honor to be,
Sir,
Your most obedient Servant,
(Signed) T. PYCROFT,
Chief Secretary.

Exd. F. Cartledge.

APPENDIX No.

Responsibility of Secretaries, when there is, and when there is not a Council.

No. 40.

REVENUE DEPARTMENT,

FORT SAINT GEORGE,
22nd April 1857.

From

H. FORBES. ESQUIRE,
Acting Secretary to the Government of Fort St. George,

To

H. RICKETTS, ESQUIRE,
Commissioner for the revision of Civil Salaries and Establishments throughout India.

SIR,

I have had the honor to receive your letter of the 15th Instant No. 398, requesting my opinion whether the labor and responsibility of a Secretary to a Government in Council, are greater or less than of a Secretary to a Governor without a Council.

As under the constitution of the Government of this Presidency, I have never had an opportunity of serving a Governor without a Council, my own actual experience does not enable me to say what may be the labor and responsibility of the post, but it appears very obvious to me that, as the withdrawal of three out of the four responsible members of Government, cannot possibly diminish the labor or responsibility of a Secretary, the utmost that, under the most favorable circumstances, can be said is, that the Secretary's position would be unaltered by the change.

But this assumes that the Governor shall have been for many years versed in the Civil Administration of this Presidency, is practically acquainted with all administrative details, and is willing, unaided by Council, to carry into action his own individual views.

While, therefore, I am unable to conceive that the labor and responsibility of a Secretary can, under any circumstances, be less when serving a Governor without a Council, I am, of opinion that both would be increased, if the Governor he served were a stranger to the affairs of Madras.

FORT SAINT GEORGE,
22nd April, 1857.

I have the honor to be,
Sir,
Your most obedient servant,

H. FORBES,
Acting Secretary to Government.

122

APPENDIX No. -

Responsibility of Secretaries when there is, and when there is not a Council.

No. 256.

FINANCIAL DEPARTMENT,

FORT SAINT GEORGE,

2nd May, 1857.

To

H. RICKETTS, ESQUIRE,

Commissioner for the revision of Civil Salaries and Establishments throughout India.

SIR,

I have the honor to acknowledge the receipt of your letter of the 15th Ultimo, requesting my opinion whether the labor and responsibility of a Secretary to a Governor in Council are greater or less than the labor and responsibility of a Secretary to a Governor without a Council.

2. In reply, I beg to state that I have no knowledge of the manner in which business is transacted in those Indian Governments which have no Council. Supposing it to be contemplated in your inquiry that the mode of conducting business where there is not a Council, is the same as where there is one, I am of opinion that both the labor and responsibility of the Secretary will be greatest where there is no Council.

3. For labor, the Secretary where there is no Council will not have to adapt his drafts so as to satisfy opinions not always perhaps entirely in unison. This may occasionally save him some trouble and embarrassment. On the other hand, he will not have the benefit of the opinion of the Councillors, men of standing and intimate acquaintance with such questions, Revenue, Judicial, &ca., as are likely to come before Government. My experience in the Government Office, now of more than seven years' duration, has satisfied me that the benefit thus derived is considerable, and my labors would, I feel certain, have been greater had I been deprived of it.

4. For responsibility, the Governor, unless taken from the Civil service of the Presidency which he administers, must frequently have to apply for information, or refer for their opinion, to those about him. Those to whom he would naturally apply would be the Members of his Council and his Secretaries. Where there were no Councillors, reference, it is to be presumed, would be more frequently made to the Secretaries, and their responsibility pro tanto increased.

5. Under these circumstances, I conceive that the labor and responsibility of the Secretary can never be less when there is not, than when there is a Council; and that they may reasonably be expected to be greater.

I have the honor to be,

Sir,

Your most obedient servant,

T. PYCROFT.

Chief Secretary.

124

APPENDIX No. 12.

Manner of Transacting Business in the Madras Secretariat

FORT ST. GEORGE, *3rd March* 1857.

No. 125.

FINANCIAL DEPARTMENT.

To

H. RICKETTS, ESQUIRE.

Commissioner for the revision of Civil salaries and Establishments throughout India.

SIR,

I am directed by the Right Honorable the Governor in Council, to acknowledge the receipt of your letter of the 22nd Ultimo,* requesting that the papers of four or five cases brought before the Government may be sent you, that you may learn the part taken by the Secretary, and the quantity of labor which falls on the Secretary; desiring also that, with the cases, may be put up a Memorandum explanatory of the course followed.

2. In reply I am directed to state, that the orders of Government upon the subjects brought before them are passed on perusal of the letters, proceedings or reports of the subordinate authorities, which are circulated in original, together with the previous correspondence, or the most material parts of it, connected with the matter under consideration. In questions, however, that are of importance or complicated, or when the previous correspondence is of any length, it is usual for the Secretary to circulate with the papers a Memorandum drawn up by himself, or prepared under his orders, giving a summary of the question at issue, and offering any observations that may seem to him useful in elucidation or illustration of it; the substance of which Memorandum is subsequently often given in the Draft Extract Minutes of Consultation conveying the orders of Government on the matter submitted to their decision. I am directed to forward a few of such Memoranda from the departments under the Chief Secretary and Secretary of Revenue and Public Works Departments respectively, with the papers on which they were drawn up, and the orders eventually passed on the several questions.

3. It should further be stated that in cases which do not seem to present difficulty, or when the Secretary believes himself to be in possession of the views of the Government, the drafts are prepared at once, and sent out in circulation with the papers, subject to any alterations that may be made in them in circulation.† Drafts are also not unfrequently prepared from orders taken verbally at Council, or communicated demi-officially by the President to the Secretary.

4. For a further account of the duties devolving on the Secretaries in the Madras Secretariat, I am requested to solicit your reference to my letter of 3rd June last, No. 251.

I have the honor to be,
Sir,
Your most obedient Servant,
T. PYCROFT,
Chief Secretary.

* January.

† Some instances are also forwarded.

126.

APPENDIX No. 43.

Manner of Transacting Business in the Madras Secretariat

No. 839.

To

The Chief Secretary to the Government of Madras.

MADRAS,
23*rd March*, 1857.

SIR,

I have the honor to return all the papers received with your letter of the 3rd Instant.

2. I shall be obliged by your stating whether the following would be, in every respect, a correct account of the manner in which business is brought before the Government.

3. On the receipt of a letter from any subordinate authority, if there are any papers connected with the subject, they are collected and placed with it. The papers are then submitted, in the first place, to the Right Honorable the Governor. If the matter is of importance, or complicated, or if the previous correspondence is voluminous, the Secretary submits, with the papers, a memorandum drawn up by himself, or prepared by his orders, giving a summary of the question, offering observations, and occasionally suggesting the course to be pursued. Suggestions are supplied or omitted at the discretion of the Secretary. In a case of great importance, but neither obscure nor complicated, there would be no suggestion. In a case of equal importance, if obscure or complicated, suggestions would be offered. Sometimes, in one case, suggestions will be offered on some points, and merely orders asked for on others.

4. When the Right Honorable the Governor has passed his orders, the papers are submitted to the other members of the Government.

5. In cases which present no difficulty, or when the Secretary believes himself to be in possession of the views of the Government, the drafts are prepared at once, and sent in circulation.

6. Papers are not tabulated, all are circulated in bulk, with or without a precis or memorandum.

7. No papers, not even those which are merely formal, are disposed of by the Secretary without being submitted to the Government.

128.

APPENDIX No. 44.

Manner of Transacting Business in the Madras Secretariat.

FORT ST. GEORGE, 27*th March* 1857.

No. 185.

FINANCIAL DEPARTMENT.

To

H. RICKETTS, ESQUIRE,
Commissioner for the revision of Civil salaries and Establishments throughout India.

SIR,

I am directed by the Right Honorable the Governor in Council, to acknowledge the receipt of your letter of the 23rd instant, and, in reply, to state that the account contained in paragraphs 3, 4, 5, 6 of the manner in which business is brought before Government, is quite correct.

2. With reference, however, to the concluding paragraph of your letter, I have to inform you that it is not the case, as therein supposed, that "no papers, not even those which are merely "formal, are disposed of by the Secretary without being submitted to Government." On the contrary, all papers of a formal or routine character, or, on which prior reference to the Members of Government does not appear necessary, are disposed of by the Secretary at once on receipt. A list of the papers thus disposed of, in which is entered the substance of each paper, and the orders passed on it, is, on every council day, read by the Secretary to the Members of Government who affix their initials to it. It then becomes an official record. I have the honor to forward for your information a few of such lists* both for the Public and other Departments under the Chief Secretary, and for the Revenue and Public Works Departments.

I have the honor to be,
SIR,
Your most obedient Servant,

T. PYCROFT,
Chief Secretary.

*It is requested that they may be returned when no longer required.

150.

APPENDIX No. 15.

Responsibility of Secretaries when there is, and when there is not a Council.

To

H. RICKETTS, ESQUIRE.

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

SIR,

I have the honor of acknowledging the receipt of your letter No. 926, dated 15th April 1857, requesting my opinion as to whether the labor and responsibility of a Secretary to a Governor in Council, are greater or less than the labor and responsibility of a Secretary to a Governor without a Council.

2. The only difficulty that occurs to me in connection with this question, is that of exactly ascertaining the duties required of a Secretary to Government under the different circumstances referred to by you.

3. Your visits to the several seats of Government in India will, however, have given you accurate information as to any practical differences which may exist in the Secretariat duties of each; and it may therefore be sufficient for me to state generally my opinion, that if a Secretary be entrusted with the duty of originating or suggesting procedure on the part of Government, his responsibility as to the results of the course of action adopted by the Government will vary inversely with the number of its members to whom he may look to correct any error of judgment on his part. If not entrusted with this duty, a Secretary's responsibility as to results, cannot, I think, depend in any way on the existence of a Council.

4. I have here used the phrase responsibility as to results, in contradistinction to the responsibility of every Secretary to lay before his Government, however constituted, the fullest possible information as to former procedure, general precedents, standing orders, &c. affecting every question which he has to submit for their decision. A Secretary's responsibility in his discharge of this duty appears to me invariable, and in no way affected by the number of the members of his Government, or the fact of his being or not being expected to suggest, when furnishing this necessary information, the course to be followed in any case.

5. As regards the labor of a Secretary, this, so far as it consists in preparing cases for decision, whether or not he has to suggest the decision to be adopted, cannot be affected by the number of persons who will have to discuss each matter; but the labor of preparing orders for carrying out decisions when made, is usually greater as the number of the members of Government is increased; as it is necessary that all suggestions made by each member of Government shall be circulated or recirculated; and finally those which are agreed to, embodied in the letters or orders drafted from the minutes. The greater the number of minutes, the more labor there will be in this duty.

BOMBAY,
9th May 1857.

I have the honor to be,
Sir,
Your most obedient Servant
W. HART.
Secretary to the Government of Bombay.

132.

APPENDIX No. 40.

Manner of Transacting Business in the Bombay Secretariat

MEMORANDUM.

This file is intended to illustrate the mode in which the orders of Government are obtained for the disposal of letters relating to matters of small importance, or of routine letters, and how these orders are communicated to the parties concerned.

The first page of each of these separate sheets is divided into three columns. The first contains an abstract of the letter for disposal; the second, the "Secretary's opinion" as to how the letter should be disposed of; and the third column is left blank for the orders of the Honorable Board.

A file of these Tables, each containing an abstract of a letter and "an opinion" by the Secretary as to how the matter should be disposed of, is from time to time submitted to the members of Government. Together with the tables are also submitted for reference, if necessary, and with such marks as will facilitate reference, the Reports or applications to which the Tables relate.

In the third column of each table which is submitted blank, the members of Government either by writing their initials signify their approval and adoption of the Secretary's opinion, or express their dissent, and give orders as to the course which should be pursued. In any case, the views adopted or recorded by Government are carried out, either by communication of Copies of the Resolutions to the parties concerned, or by the issue of letters embodying the views and orders expressed in the resolutions.

No. 312 *of* 1857.

GENERAL DEPARTMENT.

MEMORANDUM.

The undersigned presents compliments to the Officiating Chief Secretary to Government, and with reference to his Memorandum No. 390, dated the 31st January 1857, begs to forward for transmission to Mr. Ricketts the following papers.

1. A File of papers with an office Memorandum explanatory of the mode in which the orders of Government are obtained for the disposal of letters relating to matters of small importance, or of routine letters, and how these orders are communicated to the parties concerned.
2. A File of papers with an office Memorandum explanatory of the mode of proceeding with respect to letters on matters of greater importance than those alluded to in the preceding clause. And, lastly, Two compilations, as per margin,* containing specimens of the class of cases which may be regarded as "complicated cases," the course of proceeding with respect to which is not subject to the rules applicable to the description of cases above contemplated; but is quite exceptional, and is various according to circumstances. A Memorandum explanatory of the course pursued with respect to the correspondence in each of the compilations is put up with each.

2. It is requested that the original accompaniments to this Memorandum may be returned when no longer required.

W. HART,
Secretary to Government.

11*th February* 1857.

*Compilation 435 of 1855, Public Works Department. Compilation 53 of 1857, General Department.

134.

APPENDIX No. 4

Manner of Transacting Business in the Bombay Secretariat

MEMORANDUM.

This file is intended to illustrate the mode of proceeding with respect to letters on matters of greater importance than those which are submitted for the orders of the Honorable Board in the Tables.

This file contains nine Cases. A file of such cases, each containing an Abstract or Memorandum and a Draft Resolution, is submitted by the Secretary to the Members of Government from time to time. All the previous correspondence connected with each case comprised in the file, is also generally submitted for reference if necessary.

The Honorable Board adopt as their Resolution, either the Secretary's Draft, or an amended Draft more or less different from it. In any case the views adopted or recorded by Government are carried out, either by communication of Copies of the Resolutions to the parties concerned or by the issue of letters embodying the views and orders expressed in the Resolutions.

No. 128 *of* 1857.

PUBLIC WORKS DEPARTMENT.
(Railway Branch.)

MEMORANDUM.

The Secretary to Government in the Public Works Department (Railway Branch) presents compliments, and with reference to the Memorandum from the Officiating Chief Secretary of the 31st Ultimo, No. 391, begs to submit the following documents.

1. A file of tabulated cases, (Appendix A.)
2. A file of letters with draft Resolutions and orders issued thereon, (Appendix B.)
3. Compilations Numbers 98, & 122 of 1856, & 53 of 1855, comprising cases in which there have been discussion of the Members of the Honorable Board and Memoranda from the Secretary, and which may be regarded as "complicated."—(Appendix C.)

2nd. The mode of procedure adopted in the Railway Branch with regard to the submission of papers to the Honorable Board, preparation of draft Resolutions, &c. &c. is the same as that followed in the Public Works Department, as explained in the Memorandum from that Department of the 11th Instant, with this exception, however, that no abstracts or Summaries are prepared in the Railway Branch unless in exceptional cases.

BOMBAY CASTLE,
12th February, 1857.

W. HART,
Secretary to Government.

130

APPENDIX No. 15.

Manner of Transacting Business in the Bombay Secretariat

No. 1.

On the receipt of letters, they are registered in the Office Register book, and to each is affixed a Number called the Register Number as in column 1 of the printed tabulate, which is put up with each case. Column No. 2 of the tabulate contains the substance of the letter. Column No. 3 contains the opinion of the Secretary. After which the papers are circulated for the orders of the Honorable Board. The opinion of the Secretary is either subscribed to by the Honorable Board, modified or altered, and the papers are returned to the Office; upon which the necessary orders are drafted, and after they have been approved of by the Secretary, they are communicated to the Departments concerned.

No. 2.

In such cases, on the receipt of papers in office, an abstract of the former correspondence is prepared, and, with a draft resolution, they are submitted for the orders of the Honorable Board, who either approve, modify or alter the draft resolution, and the papers are returned to Office. Upon which, the necessary orders are drafted, and after they are approved of by the Secretary, they are communicated to the Departments concerned.

No. 3.

Two cases accompany, in one of which the Secretary has had to find out the views of the majority, and draft letters accordingly; and in the other, to submit a draft letter for the approval of the Honorable Board.

No. 527 *of* 1857.

JUDICIAL DEPARTMENT.

MEMORANDUM.

The undersigned presents compliments to the Officiating Chief Secretary to Government, and, with reference to his Memorandum No. 389, dated the 31st January last, begs to forward, for transmission to Mr. Ricketts, the following papers :—

1. A File of papers with an Office Memorandum; explanatory of the mode in which the orders of Government are obtained for the disposal of letters relating to matters of small importance, or of routine letters; and how these orders are communicated to the parties concerned.

2. A compilation, as per margin,* with an Office Memorandum, explanatory of the mode of proceeding with respect to letters on matters of greater importance than those alluded to in the preceding clause.

3. The volumes as per margin† contain specimens of complicated cases, in which there have been discussions by the Members of the Board.

BOMBAY CASTLE,
21*st February*, 1857.

H. L. ANDERSON,
Secretary to Government.

* Compilation 802 of 1856.

† Compilation 539 of 1855. Vol. II. of 1855, Page 138.

138.

Appendix No. 49. 139.

Board of Revenue in Bengal.

No. 604.

GENERAL DEPARTMENT.

FROM

THE SECRETARY TO THE GOVERNMENT OF BENGAL.

To

H. RICKETTS, Esq.,

Commissioner for revision of Civil Salaries and Establishments throughout India.

DATED FORT WILLIAM, *the 25th September*, 1856.

SIR,

I am directed to acknowledge the receipt of your letter, No. 485, dated the 5th instant, in which you have forwarded a portion of your draft report to the Supreme Government, in order that you may be apprised of the Lieutenant Governor's views on the suggestions that you propose to submit regarding the future arrangements for the superintendence of the revenue in the lower Provinces.

2. The Lieutenant Governor finds the following main points presented for consideration by your report.

(1) The relative responsibilities of a member of the Revenue Board, and of a Judge of the Sudder Court.

(2) The relative responsibilities of the Calcutta Board of Revenue, and the Agra Board of Revenue.

(3) The expense of living in Calcutta and at Agra respectively.

(4) Whether the revenue administration should be superintended by a Board, or by a single officer.

(5) What salary or salaries, having regard to the above points, should be assigned to the principal officer or officers appointed to superintend the revenue administration in Bengal.

(6) What Covenanted secretariat establishment should be allowed to such officer or officers, and at what cost.

3. In regard to the first point, I am desired to say that the Lieutenant Governor concurs in the estimate which you have formed of the relative responsibilities of a Member of the Revenue Board, and of a Judge of the Sudder Court.

4. On the second point also, the Lieutenant Governor, so far as he has the means of forming a judgment, is disposed to agree in the conclusion which you have drawn from a consideration of the work devolving upon the two Boards, viz. " that the labor and respon- " sibility which fall on a member of the Calcutta Board, exceeds the labor and responsibility " in the Agra Board ;" and there can, he thinks, be no doubt that " the diversity of the " business in the Calcutta Board, calls for more varied experience and information."

5. On the third point, namely, the expense of living in Calcutta and at Agra respectively, the Lieutenant Governor cannot acquiesce in the opinion which you have expressed. Even granting that it were the case, which however the Lieutenant Governor is satisfied it is not, that the difference in house rent between the two places was entirely counterbalanced by the enhanced price paid at Agra for " all articles of consumption procured from England," the Lieutenant Governor would observe that there are numerous other respects in which a residence in Calcutta is more expensive than a residence at Agra. So far from house rent being the only heavy charge peculiar to Calcutta, and " living there " being in some respects cheaper than elsewhere," the Lieutenant Governor is convinced that there is hardly a source of expenditure that can be named in which greater expense is not almost necessarily incurred in Calcutta than at Agra. The style of furnishing,—the

140

Appendix No. 49.

Board of Revenue in Bengal.

general style of living,—the continual demands upon the hospitality of residents in Calcutta, from the circumstance of its being at once the chief seat of Government, and the place which receives all persons arriving in or departing from the Presidency, including the North Western Provinces,—the far greater expense of dress and equipages,—the generally higher cost of most of the articles in common demand, as, for example, meat, poultry, eggs, milk and all such minor articles, firewood, grain and grass for horses, and indeed nearly every article of domestic consumption ; and last, though by no means least, the incessant charitable and other subscriptions called for in Calcutta, and the high standard of subscription in use on most occasions, all these circumstances combined, create, in the Lieutenant Governor's belief, a very great and remarkable difference between the cost of a residence in Calcutta, and the cost of a residence at Agra. It is an undoubted fact, he would observe, that it needs the exercise of a careful economy, and a sparing indulgence in the exercise of any sort of hospitality,* to enable a family to reside in Calcutta on an income of 1,000 Rs. a month, whereas, by an equal expenditure at Agra, it is His Honor's impression that an officer may live on terms of equality with the leading members of Society. The Lieutenant Governor believes it to be beyond question, that if the difference of expense between living in Calcutta, and living in the Mofussil, were the only point to be regarded, as perhaps between the case of a Civil officer at Agra, and a Civil officer at Calcutta, it might correctly be, the difference of income should be far greater than has ever yet obtained. No doubt however, a more extended view of the question being taken, there are advantages in a residence in Calcutta, over a residence at a Mofussil station, which compensate to many men for the less favorable pecuniary position which Calcutta usually affords.

6. On the fourth point, whether the revenue Administration of the Lower Provinces should be conducted by a Board, or by a single officer, the Lieutenant Governor has already expressed his opinion in favor of the latter. His Honor's views regarding the administration of the revenue business of the Lower Provinces, are, as you are aware, now under the consideration of the Supreme Government, and as a question between a Board, and a single officer, he adheres to his opinion in favor of the latter.

7. The Lieutenant Governor's judgment on the 5th point would be influenced by the decision come to on the point immediately preceding. If the machinery of a Board were to be continued, His Honor would acquiesce in the sufficiency of 45,000 Rupees, or even perhaps 42,000 Rupees a year, as the salary of the members. But if a single officer is to be appointed to superintend the business of the whole Revenue department under this Government, including salt, opium and sea customs, such an officer should, in His Honor's opinion, receive the highest rate of remuneration permitted under the rank of a member of Council. This rate is at present 50,000 Rupees a year, and that is the salary now attached to the office of a member of the Calcutta Revenue Board, and also to a Sudder Judgeship. It is to be inferred, however, from one paragraph of your report that, in proposing Rupees 45,000 per annum as the salary of the Superintendent of Resources, you intend that to be the salary also of future Judges of the Sudder Court. If this be so, the Lieutenant Governor is probably in accord with you as respects the principle on which the salary should be fixed, for, looking to the rank which has been assigned to the Judges of the Sudder Court, he would presume that the contemplated reduction in their salaries must be part of a general proposition to reduce the present maximum of civil salaries from 50,000 Rupees to 45,000 Rupees per annum. This is a general point, not applicable particularly to Bengal, and His Honor will not therefore say more upon it than to express his earnest hope that the necessity for retrenchment may not be deemed so great as to demand the adoption of the measure.

8. With respect to the secretariat establishment of the Revenue Board, or the Superintendent of Resources, the Lieutenant Governor agrees with you that there should, as now, be two Secretaries. He is very averse, however, as at present informed, to the pro-

* To "entertain," in the Calcutta acceptation of the word, would be out of the question.

posed reduction in the salary of the senior Secretary, but he desires me to remark, the remark being also applicable to every isolated proposal for reduction, that the proper salary to be attached to this office will of course depend upon the general scale of salaries throughout the service, and more particularly in Calcutta. Taking the present scale as the standard, the salary now drawn by the senior Secretary to the Board of Revenue is certainly not too high. To your proposal to reduce the salary of the junior Secretary from Rupees 2,333-5-4 per mensem to Rupees 2,083-5-4 per mensem, the Lieutenant Governor has no special objection to urge. If reduced at all, he would reduce it, however, to the even sum of 2,000 Rupees a month.

9. Adverting to the observations which your report contains on the proper distribution of duties between the Secretaries of the Board, and also between the Board, the Commissioners, and the several other grades of subordinate Revenue officers, the Lieutenant Governor directs me to say that he is not prepared on the present occasion to discuss those questions. In regard to the general distribution of revenue work among the different grades of revenue officers, His Honor would however state his opinion, that any material changes in that respect, having for their general object the diminishing of the work now performed by the chief Revenue authority, and the increasing of the work performed by the Mofussil officers, should precede any reduction in the working strength of the superior authority. For, if a different course were adopted, and the constitution of the chief authority were to be altered simultaneously with the carrying out of the changes suggested in your report, it might well happen that those changes would not be found to work exactly as expected, and that the single Superintendent of Resources might find himself in a short while swamped by the quantity of work falling upon him. Also, the Lieutenant Governor would desire to reserve his opinion as to the practicability of increasing the work of the Mofussil Revenue officers in the manner proposed without entailing an increase of expense in some quarter or another. At present, it occurs to him to be doubtful whether more revenue work can be put upon the Commissioners, leaving them the same number of districts as they now have, without interfering with the efficiency of their superintendence of the Police, and with the important general duties which the Government expects at their hands, which duties, it is to be remembered, must have a constant tendency to become more varied and onerous as the social condition of the country advances.

I have the honor to be,

SIR,

Your most obedient servant,

W. GREY,

Secy. to the Govt. of Bengal.

142.

Appendix No. 50

Board of Revenue North West Provinces.

No. 2098, A. of 1856.

REVENUE DEPARTMENT.

FROM

C. B. THORNHILL, Esq.,

Offg. Secretary to the Govt. of the North Western Provinces.

To

H. RICKETTS, Esq.,

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

DATED HEAD QUARTERS, NYNEE TAL, *the 6th November*, 1856.

SIR,

In continuation of my communication, No. 1756 A, of September 24th, I am directed to forward to you the minutes of the members of the Board on the question of the retention of that Institution for the direction of the Revenue administration of these Provinces.

2nd. The Lieut. Governor does not think it necessary to enter in the present correspondence, into a detailed argument on the peculiar character and merits of the Revenue system established in the districts under this Government Your proposals would intentionally, or unintentionally, tend to a rapid and total subversion of that system. It will suffice to say that the Lieutenant Governor believes it to be the only system at all suited to the condition of agricultural rights and society in Upper India,—that it has been brought to its present state of well-understood principle, and harmonious and facile working, entirely through that unrelaxing and comprehensive supervision to which you object,—and that the continuance of this supervision is, in the opinion of the Lieutenant Governor, essential to its maintenance, and to the prevention of general disorder and irreparable injustice.

3rd. In the slow lapse of years it may be inevitable that there shall be a wide, though very gradual, change in the distribution and incidents of agricultural property. No vain attempts are made to fix property unalterably in its present forms. But at the same time, existing rights, in all their minute and complex varieties, are every where watched, defined, and explained,—it is sought to instruct and aid the owners, and to show them how, by prudence and intelligence, they may preserve their position,—and when, in the free movement of society, change comes, its extent and effects are carefully observed, and its course regulated and rendered safe.

4th. As the Lieut. Governor does not suppose that projects which would shake, and before long destroy, the Revenue system of the North Western Provinces, will be seriously entertained by the Supreme, or by the Home Governments, he would consider the question of salaries on the assumption that the control of the administration in this department must still be continued in a board, consisting of two members.

5th. The weight and responsibility of the functions belonging to the Agra Board, are in no degree over-estimated in the minutes of its members. It is by the revenue officers, beyond dispute in these provinces that the multiform questions of right and possession in land, which are the great concern of its teeming population, are, almost exclusively, discussed and determined. Fortunately for themselves, the bulk of the people scarcely ever resort to the Civil Courts regarding such questions. Thus the Board, acting, on every novel point of principle, or important practice, in a constant and intimate communication with the head of the Government, exercise a vital influence over the nearest interests of every class, and subdivision, in the agricultural communities. They are required, and enabled to examine and adjust these vast interests with a free range of authority, which cannot be wielded by Judicial Courts, dealing only occasionally with the peculiar facts of single cases.

144.

Appendix No. 50

Board of Revenue North West Provinces.

The Lieutenant Governor can speak from his personal experience, to the number and importance of the subjects which, in the current transaction of affairs, are forced upon their attention. In large provinces,—the Saugor and Bundlekhund districts under the Saugor Commissioner, Kumaon and Bhutleeanah,—the Board possess, by express order, as referred to in the minutes, a sole final jurisdiction on questions of land title and occupancy. It is by these circumstances that their duties are completely distinguished from those of the Calcutta Board, and the extent and intricacy of such duties require in the members quite as high qualifications, and even a greater capacity of toil, than may be needed in the Presidency Board, though it has to administer more numerous kinds of revenue business. On this point, however, it should be added that the superintendence of the Salt revenue in the North Western Provinces is a duty which demands much care and ability.

6th. The Lieutenant Governor would very earnestly deprecate the adoption of any difference in the scale of salaries of the members of the Board, and of the Judges (with an exception only in the event of the constitution of the office of Chief Judge) of the Sudder Court, in these provinces. It was on his suggestion that the salaries of the Sudder Judges, before inferior, were placed on the same level with those of the members of the Board. But he would regard any relative reduction of the salaries of the Board as both clearly unjust, and highly inexpedient.

7th. It remains to notice the difference in the rates of salary proposed, by reason only of the place of residence being at Agra or Calcutta. The Lieutenant Governor fully shares in the universal feeling among public servants, employed in the Upper Provinces, that the distinction, insisted on in this respect by authorities living in Calcutta, is unfounded, and unfair. All circumstances properly taken into the calculation, he is well satisfied that the *necessary* expenses of officers stationed at Agra are at least equal to those attaching to a life in Calcutta, while there are serious drawbacks and inconveniences from which residents in Calcutta are exempt.

I have the honor to be,

Sir,

Your most obedient servant,

C. B. THORNHILL,

Offg. Secretary to Govt. N. W. P.

Head Quarters, Nynee Tal,
The 6th November, 1856.

Appendix No. 51.

Board of Revenue. North West Provinces.

Minute on the proposals of MR. RICKETTS, *Commissioner of Civil Salaries, for the substitution of a Superintendent of Revenue, in the place of the Board, received with the orders of Government, No.* 1,755 A, *dated* 24*th September* 1856 ; *by* W. MUIR, ESQ., *Officiating Member Sudder Board of Revenue.*

1st.—I have carefully read and considered Mr. Ricketts' proposal, and, as invited by the Government, proceed to record such observations as occur to me on the subject.

2nd. I would remark at the outset, that Mr. Ricketts appears to me to have formed a very inadequate, and in some respects erroneous, conception of the sphere and responsibilities of the revenue jurisdiction in these provinces. Accustomed only, during the course of a long service, to an administration in which the revenue authorities perform a perfectly subordinate, and (as far as I can gather from Mr. Ricketts' statement) almost mechanical set of duties, he has not apprehended that, in these provinces, the revenue system involves vastly more important and responsible functions ; that the simple enunciation of Rules is not sufficient for its maintenance ; that, the machinery requires something more than a code of self-acting Laws to guide it.

3rd. It is not that we have not abundant and carefully digested laws and rules of procedure. The four printed Circulars* of the Board, and the minute instructions contained in the "Settlement and Revenue Directions," are proof sufficient that nothing has been wanting in endeavour to lay down rules for the guidance of Collectors and Deputy Collectors, in the most intricate, as well as in the simplest parts of their duty. But the functions of the revenue authorities in the two branches of the Presidency, must be entirely different *in kind*. Rules may (as held by Mr. Ricketts) suffice to guide the Collector without any further supervision in Bengal. But in the complex and difficult operations of the revenue administration here, Rules

* NOTE.—To these I add the Circular Orders which have been framed and issued with the approval of Government from 1840 to the present time. A glance at the index only will suffice to show the care and labor bestowed on the compilation of precise and practical rules for the guidance of the Revenue Officers.

(Signed) E. A. READE, Senior Member.

would be ineffectual for the prevention of error and diversity of practice, without a constant supervision and control. I do not remember one of the great revenue authorities in these provinces with whom it has been my good fortune to associate, who would have countenanced the changes of practice which Mr. Ricketts so confidently sets forth; or rather, who would not have viewed them with apprehension and fear.

4th. In order to reduce the revenue business in these provinces within dimensions which Mr. Ricketts thinks one officer, in the place of the Board, would be able to control, Mr. Ricketts would transfer a portion of the duty and responsibility now devolving on the Board, to the Commissioners; a portion of the Commissioner's responsibility to the Collectors; and a portion of the Collector's responsibility to deputy Collectors and Tahseeldars. Keeping for the present, quite distinct, the question of the necessity for *two* Members in the Board, which I will discuss hereafter, it is advisable to go *seriatim* into the detailed changes by which Mr. Ricketts proposes to effect his object.

5th. But here I would premise that this part of the question has been, during the present year and that preceding it, already under careful discussion. The* Board (Messrs. Reade and Jackson) freely gave their opinion upon it, on review of every branch of revenue duty and responsibility, and on a careful comparison (directed by the Lieutenant Governor) with the practice in Bengal. I had also an opportunity, as Secretary to Government, of stating my views in the course of the discussion. The modifications of practice, sanctioned by the Lieutenant Governor upon this careful review and discussion, were embodied in amended rules of practice published in the Agra Gazette, as Circular Order 9 of the 5th August last. Due advertence was had during this discussion, and in the decision arrived at by the Lieutenant Governor, to the views of the Lieutenant Governor of Bengal, propounded in his Minute for lightening the duties of

* NOTE.—As observed by me in a former Minute, no inconsiderable increase of labor had devolved upon the Board by transfer of functions heretofore discharged by Commissioners, arising from defective administration in particular divisions only, but such transfer having been made general, numerous orders issued in 1854, and the rules referred to by my colleague, certify the earnest desire of the Board to enlarge the responsibilities and discretion of the Officers subordinate to them. (Signed) E. A. READE, Senior Member.

the Board of Revenue. It is not therefore to be supposed that previous practice has been blindly adhered to, merely from a prejudiced affection for what one has been accustomed to. The subject has been freely canvassed in all its bearings. Mr. Jackson, who joined in the recommendations of the Board, is not an officer generally regarded as trammelled by revenue tradition and practice; and the final determination was come to by the Lieutenant Governor, in whose previous official career and prepossessions there can be pointed out nothing likely to sway too favorably towards the maintenance of present practice. I have gone into these prefatory remarks, lest it should be imagined by the Government of India, that the whole subject has not been carefully weighed, and impartially disposed of, by those the best qualified to form a judgment regarding it.

Notes by the Commissioner.
For the Revision of Civil Salaries, &c.

I have not proposed that the whole class, or any portion of the class, should be exempted from all control or supervision.

6th. In his 27th paragraph Mr. Ricketts advocates the "system of placing increased trust in our Native officers." I believe that the Government in these provinces will quite agree with Mr. Ricketts. But, for the present, such increase of trust must be accorded discriminatingly, and not wholesale. I believe that our deputy Collectors and deputy Magistrates, and our Tehseeldars* also, are as much trusted, as any other similarly situated class of officers in the country, if not more so. Yet it would not be wise, in the present state of the Uncovenanted service, and of native character, to exempt *the whole class*, in respect to the great majority of their duties, from all control or supervision. Where we find an able and trustworthy officer, we trust him. But we are not the less under the necessity of controlling others; and of inspiring all, more or less, with the wholesome consciousness that they are liable to check. The success and credit of which Mr Ricketts himself †speaks as having been earned for him by trusted native officers, was no doubt under exactly this system. He knew his men, and on personal grounds

* NOTE.—It has been the study of the most experienced revenue officers in these provinces, from the head of the Government downwards, to elevate the character, and improve the efficiency of the Tahseeldars, a valuable agency unknown in the Lower Provinces. What has been done towards this end can best be appreciated by those who remember this agency 25 years back. This point is one of as earnest attention as it has ever been, but it will not be gained by abrupt and injudicious exemptions from supervision.

† "For myself I may say, that in a long career whatever success I may have had—whatever little credit I have earned, "has been earned for me by trusted native officers."

was able to trust them.* We all seek to follow Mr. Ricketts in this respect.

7th. The object of Mr. Ricketts in the alterations which he has proposed, is stated in his 28th paragraph to be the limitation of the number of appeals. But control through the medium of appeal is a very small part of the supervision exercised by Collectors over deputy Collectors, by Commissioners over the district officers, and by the Sudder Board over all; I might say by far the *least* important part. The Magistrate and Collector is responsible for his district, and for whatever is done in it; the Commissioner, for his division; the Board for the revenue administration of the whole. And the power of hearing appeals is but one of the many means (such as reports, perusal of proceedings, circuits, local inspections,) by which the control is exercised, and the responsibility sustained.

There is nothing peculiarly erroneous, or at all erroneous in anything I have stated. Ten or fifteen appeals a week, or above 500 in a year, would give employment to an officer, supposing he disposed of 8 in a day, for above two months in each year! I adhere to my opinion that such of these cases as can be taken into the Civil Courts, should not be heard by the Board. They must have been heard by two or three Revenue Courts before being carried to the Board, and may be heard by two or three Civil Courts after being heard by the Board.

8th. I do not think that the power of appeal† is at all abused. I do not find that appeals press heavily on the Board. Ten or fifteen a week is certainly a moderate proportion for a country yielding above 4½ crores of revenue. Nor do the appeals press heavily on the Commissioners. From a careful study of their revenue indexes of correspondence, I should say that a fair proportion of the appeals in all departments were very useful, not only in securing the rights of the appellants, but in enabling the Commissioner to introduce and maintain correct and uniform principles of action. In regard to the Collector, the supervision of every officer in charge of a district is simply that *of the power of interference* through any medium. The *appeal of right* lies to the Commissioner. Parties dissatisfied with the order of his subordinate officer may appeal to the Collector, but he is not bound to take up the appeal, unless he sees ground of manifest injustice, or clear breach of prescribed procedure. This power of interference is a part of our system, and is indissolubly connected with making the Magistrate and Collector the one responsible party for the suc-

* NOTE.—I venture here to refer to the chapter on agency paras 67 to 86. Observations on the management of landed properties published with the approval of Government. These will, it is trusted, satisfy Mr. Ricketts that the selection, employment, and trust of native agency, has not been disregarded in these provinces.
(Signed) E. C. READE, Senior Member.

† The rules regarding appeals contained in the Circular Order of the Board, F. 20th January, and 30th June 1854, do not appear to have been read by Mr. Ricketts and he overlooks the essential point as to the Board's appellate jurisdiction that it is almost exclusively limited to special appeals. The imputation of redundancy of appeals, para 28 of Mr. Ricketts, is peculiarly erroneous.
(Signed) E. A. READE, Senior Member.

The Board, or the Superintendent of Revenues, would see, in the weekly abstracts of correspondence submitted by the Commissioners, all the orders passed by them on settlements, and, therefore, have full opportunity of checking any departure from prescribed principles, and of maintaining uniformity of procedure on the part of settlement officers.

Mr. Muir evidently is not aware that on the settlement of the districts under the Bengal Government open to settlement, the revenue authorities have charged themselves with the ascertainment and maintenance of proprietary and subordinate rights; and that all interests have been enquired into, and recorded, with a minuteness unknown in the settlement of the North Western Provinces.

cessful administration of the district. It has been introduced and maintained by the great men who have organized and administered the Government of the North Western Provinces. And I would deprecate the application of any new principles which would weaken the power of controul, and with it the oneness of responsibility.

9th. Proceeding now to details; Mr. Ricketts proposes the following alterations of the existing rules for settlements. Deputy Collectors to settle estates assessed at 500 Rs. and under, subject to revision by the Collector; Collectors to settle similarly up to 5,000 Rs. subject to revision by the Commissioner, "Commissioners to confirm "all settlements, liable to the revision of the "Board if, for any reason, they considered "it necessary to revise them." But, under Mr. Ricketts' proposed procedure, the Board would know nothing whatever of such settlements, and could therefore exercise no revising authority at all. In submitting the settlement of an estate, a pergunnah, or even of "a district, the subordinate authorities "should merely report that the settlement "had been made according to instructions."* This may answer in Bengal, where the revenue authorities do not charge themselves with the ascertainment and maintenance of proprietary and subordinate rights. Even there, one does not clearly see how the superior fiscal authorities could so entirely abnegate their functions of control over the assessment, without exposing the principles and practice on which it rests to serious irregularities and danger. If Mr. Ricketts' opinion has been rightly apprehended, I am not surprised that he advocates the abolition of the Revenue Board;—I am surprised rather, that he consents to the retention at all of a central controlling office. It would be better at once to abolish all central authority, and to cast the reins into the hands of Commissioners. Such appears to me to be the legitimate conclusion from Mr. Ricketts' premises.

10th. I submit that, in these provinces, the procedure contemplated by Mr. Ricketts would be tantamount to an entire subversion of the whole system which great and

* See Mr. Ricketts' para. 28, item I.

wise men have built up with unremitting care, and (it has generally been admitted,) with unexampled success.

11th. For a settlement officer to report simply "that the settlement had been made "according to instructions," and by that report to be relieved from all further supervision, is equivalent to requiring no report at all. Rules are very excellent, very necessary things; but they cannot provide for every thing. Even where there is reposed implicit confidence in the ability, judgment, and good intentions of the settlement officer, the Commissioner and the Board would need something more than a stereotyped return "according to rule," to warrant their supporting a settlement, and recommending it for Government confirmation. Tenures vary, and even under the same appellations, present material points of divergence in different places, and at different times. Even the carefully prepared instructions of Robert Merttins Bird, and the late Licutenant Governor, minute and suggestive as they are, are no infallible security against error. There is no sovereign virtue in rules. There is no summary and royal road to guard the people, in proceediug so exclusively, so closely affecting their interests, against injury and loss. So far as I can see, we must be content to follow the old process of supervision and control, however carefully we select our agency, and however much we trust it.

12th. The framers of the rules just referred to, never for a moment supposed that their circular orders would supersede a constant and close supervision on the part of the Board and the Commissioner, even in regard to what might be supposed the comparatively simple opperation of fixing the assessment,—an operation moreover in which it is admitted on all hands that much must be left to the discretion and judgment of the settlement officer. I can bear personal testimony to the practice both of Mr. Bird* and Mr. Thomason. On their circuits as Members of the Board, they examined the "assessment statement" †of pergunnahs to come under settlement. Mr. Bird held con-

* I add my testimony to Mr. Bird's unwearied counsel, and personal direction, in the re-settlement of more than ten thousand mehals. If the success of the Goruckpore settlement has been great, it has been the triumph of his great principles.
(Signed) E. A. READE, Senior Member.

† Para. 93 Board's printed Circular No. I. and para. 54 of Directions to Collectors.

ferences with his settlement Officers, not only to hear the report of their proceedings, but to *settle principles and details;* and Mr. Thomason, in his tour as Member of the Board in 1841, carefully scrutinized my completed, but yet unreported settlement of the Calpee pergunnahs of Humeerpoor; and his keen eye was not long in detecting some of the weaker points of my work.

13th. The instructions of the Board in their printed Circular order, No. I, Section X., page 58, are so much in point, that I extract them here *in extenso*, because that Circular is scarce and out of print.

"238. The mode in which the settlements are reported to the Commissioner, affords him ample opportunity of controlling the acts of the Collector. The object of the Board's system, is to bring the settlement of each mouzah, as it is in itself, and by comparison with many other villages, in prominent relief, under the eye of the Commissioner, and they expect from him that, wherever *primâ facie* cause of doubt appears, he shall test the correctness by reference to detail, and shall require of the Collector, by induction from details, to prove the accuracy of his proceedings. This is the object of the system and the scope of his duty.

"239. Had this mode of bringing variations,* and apparent inequalities of assessment into striking light, for the purpose of having their propriety tested, not been pointed out, the controlling officer, puzzled between the exaggerated estimates of the Tahseeldars, and the fabricated rent rolls of the putwarrees, would have no means of ascertaining the goodness of the settlement, but by going over every case after the Collector, incurring a degree of labour, which might allow of the settlement of one pergunnah a year, and would require a century to settle the North Western Provinces.

"240. But the Commissioner has, by the system now in use, the discrepancies forced on his attention. He has only therefore, if he entertains doubt, to take up a few, and require from the Collector demonstration of their correctness. If he obtains full and satisfactory explanations of details in

* *i. e.* referring to the Sections on Administration.

those instances, he may be satisfied that the remainder are equally correct.

" 241. To show the importance attached by the Government to the Commissioner's superintendence, I am desired to subjoin an extract of a letter from Government, on the subject of the control which he is expected to exercise.

" 242. The Commissioner appears to have mistaken the position which he occupied. He conceived himself called upon to express an opinion on these settlements, from the few documents regarding them submitted to him by the Collectors. He found these documents to be imperfect, and unsatisfactory, and he accordingly formed an unfavorable opinion of the proceedings themselves.

" 243. If this course fulfilled the duties of a Commissioner, the office is evidently a superfluous one, which may be at once abolished at some saving to the State, and the duties transferred to a few officers forming a Board centrically situated, and in immediate communication with the Government. But it is evident that the object of the office is very different from what is here represented.

" 244. The officer who formed the settlement would find it tedious to represent at full length, and in an unanswerable manner, the grounds on which he rested every individual assessment in so large a mass. Supposing such a representation to be practicable, it would still be unsatisfactory; for many of the data from which the deductions would be drawn, must be assumed, and the correctness of the assumptions would after all depend on the judgment of the officer who made the settlement.

" 245. It was thus that the former settlements were often fallacious; * * * * under the show of arithmetical nicety, the really and necessarily discretional parts of the process were kept out of sight.

246. It is now openly avowed that much is left to the discretion of the settling officer, and, in order to insure, as far as can be, the proper exercise of that discretion, the results of this officer's proceedings are arranged in the most lucid manner, and another officer,

of greater experience and maturer judgement, is provided, whose special duty it is to examine these proceedings, test their grounds, and satisfy himself of their propriety.

"247. The mere examination of the brief forms and statements forwarded by the Collector, will never ensure the due performance of this duty. A small sphere of superintendence is therefore specially assigned to the Commissioner, through which he is expected to be constantly moving. He should follow both the Revenue Surveyor, and the settling officer, into their camps; he should examine minutely into their modes of conducting business, and should avail himself of all possible means of detecting the weak points of the proceedings. Petitions from persons considering themselves aggrieved, will show where private interests are endangered; and it will require small exertion to discover, whether the interests of Government are unduly compromised.

"248. If an officer of the Commissioner's intelligence and experience had adopted this course,—selected, as he has now done, the weak points of the papers which came before him, but not contented with that, had he followed those cases out, and tested the results by the numerous methods at his disposal, he would at once have fulfilled all the duties of his situation, and have given to his opinions a weight which they cannot be held now to possess.

"249. The Board are therefore anxious to impress on your (i. e. the Commissioner's) "mind, that a mere examination of the settlement papers forwarded by the settling officer, is not all that is required of you. Importance cannot be attached to your opinion, *nor can the government repose confidence on the settlement itself*, unless it appear that you have followed some such course as that pointed out above, and used every exertion to form a correct judgment on the proceedings from the independent sources of enquiry which you can command."

14th. Such were the instructions of Mr. Robert Merttins Bird in 1839. Such is the extent, and such the kind, of supervision which the Government has always required, and which (though of course with more or

I adhere to what I have stated, that the Board may lay down principles of settlement, but that it is impossible that they should check the details of settlements with any efficiency. In how many instances have re-settlements been necessary, in order to remedy an over-assessment which had not been detected by the Board when revising the settlement?

I have no where proposed to commit to a deputy Collector an initiative authority independent of the Collector. I would have the Collector make over to the deputy Collector for settlement, such villages or estates as he considered a suitable charge. And I would have the deputy Collector complete the settlements, &c., made over to him, subject to appeal, but without forwarding the papers for the consideration and confirmation of the Collector, unless the amount of annual revenue under settlement exceeded 500 Rupees. If deputy Collectors cannot be en-

less efficiency according to the character and ability of the superintending authorities) has been uniformly exercised.

15th. It is evidently a supervision entirely beyond the experience of Mr. Ricketts. "I have made settlements," he says, "as a Collector, revised settlements as a "Commissioner, and controlled settlements "with the full authority of the Board, and "I affirm that a settlement officer may over-"assess or under-assess by 100 per cent. "without detection. I therefore consider "the responsibility of a Board, connected "with the conduct of settlements by a Col-"lector, under a Commissioner, to be little "more than nominal:"—and even this nominal control Mr. Ricketts proposes to withdraw in Bengal. I again repeat, things may go by self-regulating rules in Bengal. It is opposed to the highest authority, and to universal experience, that they should here.

16th. I will go further, and say that it is not expedient to diminish the *sense* of supervision in the Collector's mind, by diminishing either the facilities of appeal, or of control, through reports and local inspections. I can speak from experience that the *accountability* of the system is productive of a salutary carefulness on the part of a Collector and settlement officer. I have myself felt it to be so, in a tolerably extensive service in both branches; yet I do not suppose that I was naturally less scrupulous than my neighbours in the discharge of my duties. I therefore conclude that, generally, the consciousness that every official act and proceeding is liable to be questioned by superior authority, creates a wholesome influence in the conduct of revenue business.

17th. Reverting now to Mr. Ricketts' proposed modification of the rule for settlement, in so far as it would diminish the checking and controlling power of the Commissioner and the Board, and in so far as it would commit to a deputy Collector an initiative authority independent of his Collector, it would seriously affect our system of single responsiblity in a district, and is entirely to be deprecated.

18th. If it does neither of these things, I do not see its object. The Collector can, according to circumstances, and the degree

trusted with the completion, subject to appeal, of an adjustment embracing the small sum of Rupees 500 per annum, they should be dispensed with. I consider Mr. Muir's hesitation entirely unreasonable. Native officers not more trustworthy, decide civil suits of unlimited amount between Government and the people. What is a settlement, but a summary suit for adjustment of rent between the government and it subjects. Intricate questions, it is true, are as likely to arise in mehals of small, as of large jumma, and so are intricate questions as likely to arise in civil suits of small amount as of large amount. Nevertheless, civil suits of small amount are disposed of by Moonsiffs and Sudder Aumeens. It amounts to absurdity to withhold from deputy Collectors the authority I propose to give them, while a suit to contest the award of the deputy Collector cannot be kept out of the Moonsiff's office, if a party chooses to take it there. Mr. Muir says there are but 436 mehals, out of 63,000 mehals in the Regulation Provinces, which pay above 5,000 Rupees. The smaller the average rental of an estate, the stronger is my position that, under the guidance of precise general rules, (which exist,) the conduct of details should be left to the deputy Collectors, who, as a body, are thoroughly worthy of the trust.

Whether revision of settlement be rendered necessary by default, or impeded drainage, there can be no new settlement without the previous voidance of the old settlement.

of confidence reposed by himself and his superiors, entrust the settlement not only of estates under 500 Rupees revenue, but of any estates of whatever revenue, to his deputy Collector. Moreover, the rule itself is founded upon no apparent principle of reason. As observed by the Lieutenant Governor in para. 2 of the letter forwarding Mr. Ricketts' paper, "novel and intricate questions "are quite as likely, in the North Western "Provinces, to arise in mehals of small "as of large jumma," perhaps likelier. Large Zumeendaree estates belonging to a single proprietor, may be settled with comparative ease, while some estates belonging to proprietary bodies may require unusual delicacy and care in the ascertainment, recognition, and record, of the minute and complicated tenures into which they are broken up. Apparently the Commissioner of Salaries would limit the control of the Revenue Commissioners to settlements of mehals paying above 5,000 Rupees each;—that is, to 436 out of above 63,000 mehals throughout these *Provinces. He does not say whether his scale is adjusted with reference to the greater or less temptation to corruption in one class of mehals than another; or to the greater or less importance of the measure financially; or to the greater or less difficulty of settlement. Viewed with reference to any or all such reasons, the scale appears to me meaningless. I do not see that any alterations could be beneficially made in the present practice.

19th. II.—*Summary settlements.* Mr. Ricketts thinks the same rule might be applied here. He says that, "the existing "contracts must have been voided under "rules, and subject to checks, in no way "connected with the subsequent summary "settlement." Mr. Ricketts is evidently not familiar with our summary settlements. In the most numerous class of cases, those on account of loss or gain by river changes, the contract has *not* been voided. Another class of cases arising from over assessment, deterioration of assets from canal percolation, impeded drainage, saline efflorescence, and the like causes, involve some of the most delicate operations a Collector is called on to perform,

* NOTE.—These figures are for the Regulation districts. The entire number of mehals, or independent landed properties under the administration of this Board, is 87,013.

and, equally with the former, are not necessarily preceded by a *voidance* of contract. But if the previous contract were invariably cancelled, I do not in the least see that it would render supervision on the part of the controlling authorities less necessary.

20th. III.—*Summary Suits.* Mr. Ricketts' proposal would not effect the business of the Board. The appeal now stops with the Commissioner; and, whether suits were tried independently by the Tahseeldars or not, the duty of the Board, as general controllers of the department, would, under Section 18, Regulation VIII. 1831, remain unchanged. The question of investing Tahseeldars with independent authority to try summary suits is a distinct one. In a late address, submitting proposed alterations of summary suit procedure, I have given my opinion, under present circumstances, against it. Particular cases of deserving and able Tahseeldars might be met by investing them personally with the powers of Assistant Collectors, analogously with the procedure in the criminal department for investing Moonsiffs, Tahseeldars, &c., with the powers of Assistant Magistrates. But the point seems altogether beside the present discussion.

It is my desire to break in upon the system. I would have a Collector do nothing that can be done equally well by a subordinate. He has more than enough business to occupy his time that cannot be delegated to another. He might reserve to himself a few appeals from each Tahseeldar, in order to keep himself informed of the efficiency of each officer, but more than this cannot be necessary.

21st. I would however mention one part of Mr. Ricketts' plan (as I understand it) with decided disapproval. He would make the appeal from the Tahseeldar's decision lie to the deputy Collectors; and the special appeal from their decision, to the Commissioners. Thus he says, Collectors would be "saved all trouble." But this "saving of trouble" would be dearly purchased. It would seriously break in upon our system under which the Collector *must trouble* himself as to all that affects the administration and the well being of his district; and the obligation from time to time to take up summary appeals is a means of gaining knowledge as to the state of his charge, and the influences at work within it, which could not be safely overlooked.

Mr. Muir makes the mistake which is made by so many. He confounds the mistaken acts of a careless officer with a mistaken system. When carefully framed rules have been promulgated, what can a Commissioner of Revenue be fit for if he cannot be

22nd. IV.—*Jungle Grants.* Mr. Ricketts thinks that here, too, rules are sufficient; and the confirmation of the grants might be safely left to Commissioners. I believe the Lieutenant Governor will agree with the Board that report is especially needful in this class

trusted to give grants of jungle land according to those rules?

I consider this paragraph of Mr. Muir's note to show so much prejudice, and such determination to defend the existing system, however incapable of defence it may be, as to deprive his note of all value. When a boundary dispute has been decided by a deputy Collector, and on appeal, by the Collector, I would have no more appeals in the Revenue department, as the case may be again heard by the Moonsiff, Principal Sudder Aumeen, and Judge. Mr. Muir would have the case heard by four Revenue Courts, the deputy Collector, the Collector, the Commissioner, and the Board, "if there was no "other effect from the two last appeals, "than to render the proceedings more "complete, and the statement of the "grounds of the decision more clear and "satisfactory." It is time lost to reason with a person who thinks the time of Commissioners and Boards would be usefully and profitably employed in polishing the decisions of deputy Collectors and Collectors, in order to make them appear brighter in the Civil Courts.

Mr. Muir's rhapsody has little connection with the matter in hand. There are plain rules which lay down under what circumstances an estate shall be attached for arrears, and under what circumstances sequestered. I maintain that Commissioners should be left to carry out these rules, without each case being reported to the Board and the Government. The authorities in the North Western Provinces appear inclined to follow the example of Bombay, and to promote centralization, till there is such a mass of writing that all are bewildered, and nobody has time to give to any matter more than a hasty consideration. The machinery of which such boast is made, must be poor machinery if it of cases, as we have had reason repeatedly to see in Saharunpore, Shahjehanpore, Goruckpore and other districts, *even with carefully framed rules.*

23rd. V.—*Special appeals in boundary cases;* should not, Mr. Ricketts thinks, be heard by the Board. The proposed change whether advisable or not, would not produce any perceptible diminution of the Board's work.

24th. Viewing, however, the question as one simply of good administration, I am not inclined to give up the appeal, solely because the question could be tried over again by a Moonsiff. The Moonsiff's decision would be materially, *perhaps entirely,* formed by the proceedings held before the Collector, and if the appeal to the Commissioner and the Board, had no other effect than to render those proceedings more complete, and the statement of the grounds of the decision more clear and satisfactory, I would hold that a great end had been gained. Practically the decision of the revenue authorities will be found to be generally final.

25th. VI.—*Attachments of landed Estates.*
VII.—*Sequestrations of do.*
VIII.—*Farms.*
} *For arrears of revenue.*

In all these cases Mr. Ricketts thinks that "Rules,"—"precise Rules,"—"Rules for guidance,"—are enough. Some cases he would leave entirely to Collectors "acting under "the Rules according to discretion;" others he would leave solely to the Commissioner. "What can be the use," he asks, "of rules "of practice, if even Commissioners cannot "be trusted to act in conformity with them?" I reply, that we find them of great use; indispensable, indeed; yet in these provinces they by no means supersede report

cannot be trusted out of the sight of the Chief Engineer.

Assuredly nothing was further from my intention than to trifle with a great subject. I can see nothing which has the remotest appearance of trifling, in the words Mr. Muir has quoted. I believe I thoroughly appreciate and apprehend the difficulties, merits, and requirements of the revenue system of the North Western Provinces, and I know that it is not as perfect as Mr. Muir represents it to be, but that in no way concerns the question now at issue. All I desire is, that the Commissioners of Revenue should be left to carry out the elaborate rules respecting the Putwarees' offices without reporting to the Board.

to the Board, and to the Government. The fact appears to be that in Bengal original rights having been trampled under foot by the permanent settlement, the revenue authorities, (as far as I can gather from Mr. Ricketts' paper) care only for the collection of the revenue. We, on the contrary, have aspired to engraft our settlement upon the institutions, habits, customs, rights, and peculiar tenures, of the nation. These are affected by every motion of our revenue machinery. Mr. Ricketts may think this to be a mistake. It is nevertheless a fact. And both the Commissioner, and the Board, and the Government itself, watch, with an anxious solicitude, the processes above enumerated, because they closely affect the welfare and the rights of the people, and their number and circumstances are indicative of advancement or depression, of weight or moderation of assessment, of the productiveness of seasons, of the drying up of ancient sources of prosperity or the opening out of new ones. They are the pulse of the country; and dearly would the saving by any abolition of appointments be purchased, if it interfered with a constant and cautious watch over them.

26th. IX.—*Putwarees' Office records.* "There are elaborate rules," writes the Commissioner of Salaries, "respecting Put-"warees' offices. If Commissioners can-"not be trusted to carry them out, they "might be desired to report periodical-"ly that they had been carried into ef-"fect. No further reporting can possibly "be necessary." I will not suppose that Mr. Ricketts here knowingly trifles with a great subject; I willingly assume that he has entirely misapprehended the difficulties as well as the merits and requirements of our revenue system. The education of Putwarees; annual check upon the spot, field by field, by all the district officers, of the village papers; re-measurement and re-compilation of the Khuteonees and Khewuts (the records of cultivating proprietary occupancy and rights) wherever found defective, have of late years occupied perhaps the greatest portion of the attention of the revenue authorities. The subject has been dwelt upon with the prominence it deserves by the late Mr. Thomason in paras. 239 to 252 of "directions

for Collectors of Land Revenue;" and it has engaged a very large share of the attention of the present Lieutenant Governor, ever since he assumed charge of the administration. In truth the revenue settlement, so far as it professes to be the exponent and guardian of proprietary and cultivating rights, stands or falls, just in proportion as the putwarees' papers accurately represent, or fail of representing facts. In order to be of use, they must keep pace with the unceasing changes of title and occupancy. But it is a gigantic effort to control, and test the correctness of entries affecting a rental of 10 or 12 crores of Rupees, and an agricultural population of 25 or 30 millions of souls. It may be that we have made an error in attempting this. It is possible that Robert Merttins Bird and Mr. Thomason were entirely mistaken. It is possible that Mr. Colvin, although coming here from another sphere, and therefore unaffected by local prepossession, has made a great mistake in supporting the system, and in enforcing a minute and careful supervision as the alone means of its maintenance. And it is also possible that Mr. Ricketts,—a casual visitor in these provinces, and wedded to another revenue system,—has discovered the mistake. All this is *possible*. But the Government of India will probably think that something more is necessary to prove that possibility a fact, than the cursory observations quoted above. And unless the Government of India are prepared to undo all that has been effected during the last 20 years, at vast expense and labor, towards the construction of our present system of record of rights and liabilities, the Commissioners and the Board must be content to bear the responsibility of enforcing the rules for a close annual inspection as they stand, and of seeing that they are enforced.

There is no imperfect apprehension on my part, but it appears Mr. Muir is unaware that, contrary to former practice, the Sudder Court has ruled that the Civil Courts have authority to modify assessment. This doctrine has of late years been laid down on several occasions, but reference to one case is sufficient:—

27th. There are other points of erroneous or imperfect apprehension of our system, which I had intended to refer to, such as the authority of the Civil Courts to modify assessment, or to direct mutation of names in the proprietary Registers; powers not possessed by the Courts in these provinces, whatever may be the case in Bengal. But

11th *June* 1850.
*Bhuwanee Tahal Singh,
versus
Massaput Pumtoobbutool,

and the Court can virtually direct mutation of names in the proprietary registers, on a suit for the proprietary right being decided in favor of a non-registered party. The old order of June 1842, ruled that "a decree shall direct that plaintiff's name is to "be recorded in the Collector's books."

The existing orders, with which I was well acquainted say, "plaintiff's title in the "property having been judicially declared, "intimation of that fact is given to the Collector with a view to his effecting the requisite alteration in his books."† The Collector must now, as before, alter his registry in conformity with the decree of the Court, which is all I affirmed. This is very paltry quibbling.

Mr. Muir has imbibed the notion, so common among those who have for many years been employed in conducting the details of a favorite system, that knowledge of that system must necessarily be confined to those employed in working it, and that the system must be perfect, and would be injured by any alteration.

it seems hardly worth while. Enough has been said to show that Mr. Ricketts has entirely misunderstood the main scope and spirit of our revenue institutions, and that he is consequently not a trustworthy authority, when he recommends vital alterations in our establishments, based upon his peculiar views.

28th. But supposing the system and procedure to remain as it is, the question may still be asked, might not a single Member suffice to discharge the functions of the Board? I will endeavour impartially to answer the question.

29th. Having from a combination of accidental circumstances, myself presided alone at the Agra Board for the last four and a half months, it will be expected that I should speak from personal experience. Premising that these months were summer months, in which tours of inspection are impossible, I proceed to do so.

30th. By very close application, oftentimes from the early morning till late at night, I have succeeded in discharging the current duties of the Board. Whether I could have continued to do so permanently, I am hardly competent to say without a longer trial; certainly, it would have been, (as far as I can see at present), at very se-

* Appendix No.
† See Appendix No.

rious risk to my health. I may also add that I have conducted the duties of the Board under peculiarly favorable circumstances: being familiar from my experience as its Secretary, with the details of its office and business; and, as Secretary to Government, having had a close acquaintance with all that was in progress in every quarter of the provinces. I was also fully acquainted with the views of the head of the Government on all important points, and there was no danger of collision or misunderstanding. Had I acted under less advantageous circumstances, it is doubtful how far the duties could have been efficiently discharged. On Mr. Reade's return, I hope to propose a territorial partition of the jurisdiction, as to all ordinary matters, with him. The territory left by such an arrangement under the immediate control of each Member, would have a land revenue assessment of above two crores and a quarter of Company's Rupees, besides customs, excise, and miscellaneous income;—an ample charge surely for the undivided attention of one officer.

31st. At the same time, I am free to admit that there may be advantages of concentration of authority, of celerity in the issue of orders, and of unity of purpose and design, in a single Member performing the duties instead of two. I have, I believe, felt these advantages more strongly than I expected to find during the few months I have been at the Board; but it may be premature for me to give a decided opinion on the subject. And I may add that, in so far as the above contemplated partition of the jurisdiction is carried out under the authority of the Government, in so far will all the advantages of single and independent action be secured to the Board, constituted in other respects as it is at present.

32nd. The question might, then, be an open one, if it were confined to the performance of duties *at Agra*. The points for discussion being, first, whether the business could be got through by one Member, and second, whether the benefits above supposed, are not counter-balanced by the increased weight of two Members, their more large and comprehensive experience, and the smaller danger of inexpedient innovations and

In recommending that a single Superintendent of Revenues should take the place of the Board, I certainly did not intend that he should go on circuit. The Commissioners of Revenue go on circuit; and the Lieutenant Governor goes on circuit. In my opinion this is sufficient. I would not have a third authority periodically visit the interior.

changes, in a system where any false step would be attended with serious risk to the security, both of the Government revenues, and the private rights of the nation.

33rd. But there is another material element in the question which has been entirely overlooked by Mr. Ricketts;—it is the expediency,—I may safely say the necessity,—for at least one Member of the Board being on circuit during the whole of the cold season. I look upon this as absolutely indispensable, *under any circumstances*, for ensuring an efficient revenue administration. I believe there is no difference of opinion whatever on this subject with any who have had experience in these provinces. But this duty, at all times necessary, is peculiarly required during the progress of settlement operations. The benefits of local inspection are so great both to the officers visited, and reflexly to the Board themselves as improving their local acquaintance, and making them personally cognizant of the progress of events and measures, that as Secretary to Government, I last year laid before the Lieutenant Governor a rough sketch of a proposal, for *both* members of the Board itinerating in the cold weather. The plan has never been tried. It would occasion some organic alterations in the procedure of the Board's office. It is doubtful, without experiment, whether it would succeed. It would involve some material extra expense for a small office to accompany the itinerating Members.

34th. I allude prominently to the proposal here because it might be urged, that if the two Members could both simultaneously be absent from the Board, so also a single member might at once proceed upon circuit and conduct the duties of the Board.

35th. I do not think it possible that one Member could efficiently do this. In the first place revisions of settlement are now in progress in the most remote localities, in Saharunpore, in Goruckpore, in Saugor, each separated from the other by from 600 to 800 miles. For one Member of the Board to visit all these localities, as they ought unquestionably to be visited, every season, he must be for the most part of the time travelling rapidly. I do not see how, under these circumstances, he could receive, and dispose of, the current work of the Board's

office. It might perhaps be possible for two Members, both at once on circuit within a moiety of the Board's vast jurisdiction, to do so, on the plan I endeavored to indicate in the note above alluded to. But even this is as yet problematical.

36th. At any rate I regard it as certain,—a position which after much thought I can deliberately stand by,—that while the revision of the twenty and thirty years' settlements is in progress, the business of the Board could not be effectively discharged by a single Member.

37th. I believe it will be found, either that one of the Members should be charged with the exclusive conduct of the re-settlements, or that the districts in which re-settlements are in progress should be divided between the two Members. The former plan was that under which Mr. R. M. Bird conducted the settlements under Regulation IX. of 1833; he divested himself for the time almost entirely of the current duties of the Board, (excepting as to large questions and points involving important principles, which almost always came before him for opinion,) and devoted himself to the settlement: he could not possibly have attended fully to both. The latter plan I believe might be with advantage followed now. The re-settlements do not require the same exclusive and unremitting attention that the original settlements did, nor the master mind and iron rule of a Bird to carry them through. The way has been opened, and no one hesitates now to follow. Doubts have been removed, and, so far as these provinces are concerned, we are all, I believe, both admirers and followers of Bird, and of his principles of settlement. Still, though the work to be performed is less arduous and engrossing, it might be well to have the proceedings in each district primarily under the guidance of one Member: and this might be effected by a division of the districts: Mr. Reade, perhaps, taking those to the South and East, and the other Member, those to the North and West.

It is a misrepresentation that the subjects named have all been presented for consideration within two or three months. Some of

38th. Mr. Ricketts has volunteered an opinion in his 33rd paragraph* that "few really difficult large questions now come before

* "I ask those who think that a Board is indispensably necessary, to reflect for a moment how few really difficult large "questions there are now connected with the Land Revenue Department."

them have been for a long period under consideration.

"the revenue authorities." I would submit that so long at any rate as re-settlements are in progress, there is absolutely no limit to questions of the largest interest, and often of perplexing intricacy. The degree to which cultivating tenures are hereditary and transferable; the fixity under peculiar circumstances of rent-rates; the continuance as quasi-proprietors, of large classes of men who have been hitherto admitted to settlement, while others are acknowledged the proprietors; the relative position of tenants and zemindars in the extensive districts of the Saugor division, where proprietary right is now for the first time to be acknowledged; the degree in which the re-settlement officer is authorized to step in and adjust rates of rent between the cultivator and zemindar;—are a few of the important questions which occur to me, while I write, as having come before the Board within the last few months. But such large and important questions are not confined to re-settlements. Glancing back within the space of two or three months, a moment's retrospect recalls the following measures of importance as having occupied, some of them, many a weary hour of heavy thought. A draft of bill to amend the Law of partition; proposals for improving the summary law of ejectment; Draft of Law for summary process of realizing revenue due to Maafeedars and other Assignees of the Government revenue; application of the summary suit Law to Indigo Planters holding on sub-lease; rules for regulating and reducing the number of Lumberdars; bill for the summary adjudication of claim for profit between coparcenary sharers; proposals for the free cultivation of Opium; alteration of the rules for the settlement of diluvion and alluvion; the separation of the account from the Treasury department; the Reytee Mehal of Furrukhabad; an improvement of the Law for dustuks; re-modelling of the office of Canoongoe. These occur as I write, and the list might, I doubt not, be greatly enlarged. Past experience also does not warrant the conclusion that in the advancing prosperity and more settled condition of the country, such questions are likely to become fewer;—rather, the greater the advance, the more frequently do subjects of deep and universal interest arise. The addresses of the

Board upon the revenue administration Reports of Divisions for 1855-56, have touched upon many other pressing topics of interest, —enough to furnish a full reply to the challenge for a "moment's reflection" made in the above quoted extract by the Commissioner of Salaries. In Bengal, the revenue system very possibly is, as Mr. Ricketts describes it. "Few really difficult large questions" may there be entertained by the Board, and their subordinate officers. Most undoubtedly, it is not the case here.

39th. Mr. Ricketts admits, "it is true, "that the Board of Revenue might, in their "purely executive capacity, make great mis-"takes, but by means of their monthly epi-"tomes of correspondence they are immedi-"ately checked by the Lieutenant Governor." Setting aside, for the moment, what appears to me to be the correct principle, (viz.: that the character of the Board should be such as that the Government can trust it not to make great mistakes) I would observe that an incompetent or ill qualified Board might make quite as serious and frequent errors, by *neglecting* to notice irregularities below them, as in issuing wrong orders; yet the neglect to observe an irregularity would, in most cases, under any plan of supervision, escape all mention in the "monthly epitomes." For example, the details of a statement, or the particulars of letters from subordinate Collectors, submitted by a Commissioner, are never brought upon the epitome; yet they may, and they very often do, contain reports requiring serious notice. Further, if the Board imperfectly or erroneously state the facts of a case in their orders, it is quite possible that they might be committing dangerous irregularities, and that the statement of them might yet be entirely free from suspicion, and attract no notice in the epitome. It is only an able, an efficient Board, which affords to Government the full materials for an effectual check of its own actions. Anything, therefore, which will limit the sphere of the Government action in choosing the ablest men it can find for the Sudder Board, will affect not only the efficiency of the Board's own supervision, but the efficiency also of the Government control;—both of them results much to be deprecated.

To my mind the principle is sufficiently intelligible. If two persons are to be employed, and the labor and responsibility divided, they should be paid less than would be a suitable salary for the officer who alone undertakes the whole. Mr. Muir says it was under a Board that the difficulties in the settlement of the North Western Provinces were overcome, and the confusion reduced to order. He spoke more correctly when he wrote that Mr. Bird conducted the settlements under Regulation IX. of 1833, and "divested himself for "the time almost entirely of the current "duties of the Board." Mr. Bird was Dictator, and it is usual to attribute the success which attended his administration, to his having worked alone, untrammeled by the slow movements of a Board.

40th. In his 17th and 18th paragraphs, Mr. Ricketts says that if a "Board" is continued, he would propose a lower salary than the Court, for each Member; but if only one Member, the same salary. I cannot discover that this proposal* is based upon any intelligible principle, and can only attribute it to the violent antipathy of Mr. Ricketts to "Boards," which has made him join in the present popular cry against them. Mr. Ricketts perhaps speaks correctly from his own experience that "Boards are only to "be rated when little is required," "where "there is the least to do." But this is not the experience of Civilians in these provinces;—witness the settlements under Regulation IX. of 1833, and the laboriously constructed system of record and administration for which the Government is solely indebted to the Board. He says that in times of difficulty and danger, and "when-"ever weight in the executive admi-"nistration is most wanted, a Board is "always set aside." Again, I point to the revenue settlements under Regulation IX. of 1833. It was a time when the revenue affairs of these provinces were beset by difficulties and dangers; and the agency through which they were triumphantly overcome *was that of a Board.* Not less mistaken is Mr. Ricketts when he says that "Boards are only required when there "is the most complete order, the plainest "rules, the fewest difficulties." Before Regulation IX. of 1833, the revenue system in these provinces was in great confusion. Even Regulation VII. of 1822 had failed to open up any prospect of a way out of the difficulties. *It was under a Board that these difficulties were overcome; this confusion reduced to order.* I might further add, our rules and system have been copied in the Punjab; and I believe the rulers there would be forward to own their obligations, for the order and right principle which guide their revenue administration, to the system and code originated and elaborated through the

* "Boards appear to be necessary only where there is the least to do—the most complete order—the plainest rules,—and "the fewest difficulties," para 19. "Again If when difficulties arose and dangers pressed it had been usual to employ "Boards, and Boards had succeeded, we might admit the alleged weight and influence of a Board; *but whenever weight in "the executive administration is most wanted, the Board is always set aside. Boards are tolerated only when little is "required* Now it may be that a system suitable in little matters will not suit when great interests are concerned, but "surely a system which has been tried and never found wanting, when great difficulties and vast interests are involved, "should command confidence where, as in the North West Provinces though there is much to do, it is work of detail, "and all has been done before." Para. 23d.

labors and energy of that body so much decried by Mr. Ricketts,—the Board at Allahabad and Agra.

41st. I did not however mean to enter on the defence of Boards as such; for it is admitted that a central controlling authority is required, and *that* after all is the main point. I only desire to show that Mr. Ricketts' rooted feeling against the Institution has made him adopt a principle for which I see no other reason; viz. that, if the work can be discharged by one Member, he should be paid at a higher rate than if it were found that the business rendered *two* Members necessary. For the work must be the same in kind, in degree, in responsibility. Indeed there is a freedom and independence about the position of a single Member in charge of the duties, which, (if the labor were within moderate bounds,) would probably make the *single* appointment more popular than the double one. In a double Board there may be little annoyances and mortifications, to which a man acting alone is not exposed. Any how, the work must be the same in kind whether there be one, two, or three Members; requiring the same abilities and qualifications; and, therefore, the Government should be able to hold out the same inducements to its ablest officers to enter the Board in the one case as in the other. I think it would for these reasons be a serious error to make the Court more popular than the Board, by remunerating it at higher salaries.

The duties of the Agra Board are, as I have said, less onerous than the duties of the Calcutta Board. In some respects they are, as represented by Mr. Muir, of an entirely different nature.

I was not unmindful of the jurisdiction possessed by the Board in the Non-Regulation districts, in suits respecting land, but such cases are not numerous.

42nd. Now as regards the scales of salary proposed by Mr Ricketts; they are probably fair, nay liberal, with reference to the kind of duty with which that gentleman is familiar, as described in his paper. But I would submit that the duties of the Agra Board are shown to be of an entirely different nature, and should not be judged by Mr. Ricketts' standard. In Bengal the revenue control is stated to be almost nominal;—for the opium duties the Board are dependent upon an Opium Secretary (see paragraph 41); and their remaining responsibilities are the more ordinary ones of Excise, Customs, Stamps and Tolls. I contend that the duties of the Agra Board

are of a higher administrative order; that it is a vital part of the machine of Government; that its influence is directly and universally felt, not only as watching over the security of the Government revenue, but as interlaced with the success of the administration in every branch, and as affecting individual right and property, throughout the millions of the agricultural population of the North Western Provinces. I would appeal from the general, and, (as I must think them,) light and hasty, impressions of Mr. Ricketts, to the judgment founded upon better information of the Lieutenant Governor, who has now been closely watching the system in its minutest details for the last three years.

These paragraphs of Mr. Muir's note explain the spirit in which all the preceding paragraphs were written. Farther enquiries have not satisfactorily established how far unavoidable expenses in Calcutta exceed expenses of the same class at Agra. The Lieutenant Governor of Bengal affirms that everything is dearer in Calcutta. I consulted Mr. Charles Allen, a Member of the Legislative Council, who resided for some years at Agra, and has since been for some years in Calcutta. He says the difference may be about 5 per cent. against Calcutta. I believe Mr. Charles Allen to be the best authority, and I have no hesitation in adopting his views.

43rd. I confess to a feeling of deep mortification that Mr. Ricketts has proposed to fix the salary of the Agra Board at Rupees 42,000 per annum, while that of the Calcutta Board is recommended to be Rs. 45,000. It has been usual to regard the expenses of the metropolis as justifying a higher rate of salary there. I argued against this;* "If "the cost of house rent is somewhat less, "the cost of all articles of consumption "procured from England is much greater, "as it includes the expense of long land "and river transport;—and the expense "of establishment and entertainment can-"not be under ordinary circumstances, "much less." Mr. Ricketts admits that there is truth in the Board's representation. "The enhanced prices† which all the "North Western Provinces have to pay "for necessaries brought from Europe, must, "in many cases, balance the advantage "of cheap houses. House rent is the only "heavy charge peculiar to Calcutta, living "there is, in some respects, *cheaper than* "*elsewhere*, though, of course, the opportuni-"ties for extravagant living are as great as "in other large cities." The legitimate conclusion from this would, one might think, have been that the Agra Court and Board should at least be remunerated on an equal footing with the Calcutta Court and Board. But not so the Commissioner's decision. "As the Supreme Government, the "Court of Directors, and the Board of Con-

* Para. 7, and statement submitted to the Commissioner of salaries by the officiating member.
† Para. 8.

" trol all agree that, in consideration of the " necesssary expenses attending a residence " at the Presidency, a difference to a small " extent in favor of the authorities, " who have to live at the seat of the " Government of India should be allowed, " I shall regard that question as finally dis- " posed of." But Mr. Ricketts admits that the concurrent opinion of the superior authorities was based upon erroneous premises. He has himself come to these provinces, and *finds that the assumption is wrong.* And yet there is no attempt made to induce the Government of India to re-consider the point upon better information, and to undo the injustice, (I can call it no less,) under which the Court and Board of Agra labour. I trust that His Honor the Lieutenant Governor will place the question prominently before the Government of India.

44th. It is an invidious and ungrateful task to dwell upon the inadequacy of personal emolument. But I do think the future Members of this Board have reason to complain of the frequency and extent to which the allowances attached to it have been changed. When six years ago I quitted the office of its Secretary, the salary of each Member was Rupees 52,000 per annum. In a year or two it was reduced to 50,000; then again to Rs. 48,000; and lately by the Court of Directors without any reason assigned, to Rupees 45,000. Mr. Ricketts now suggests, (the fourth alteration within the last 3 or 4 years,) that the salary be still further cut down to Rupees 42,000;—that is by 10,000 Rupees out of 52,000 Rupees! I believe that no other appointments in the service have been so dealt with. Surely the salary proposed by Lord Dalhousie, and now enjoyed by the present incumbents, of Rupees 4,000 per mensem, is not too much for so high and responsible a post.

When this comparison was made, I was canvassing the suitableness of the existing salary of the Financial Commissioners in the Punjaub. I was not writing on the subject of the salaries of the Members of the Board of Revenue in the North Western Provinces. I did not say the revenue of the Punjaub was half the revenue of the North Western

45th. The comparison with the Punjaub seems surely out of place.* Mr. Ricketts speaks of the North Western Provinces, being double the Punjaub in wealth; it is in fact *more than treble.* The jumma of the Punjaub in 1855 56-was one crore, 46¼ lacs of Rupees: the jumma of the North Western Provinces was above four and a half

* See Mr Ricketts' paragraph 36.

1411

Appendix No. 51.

Board of Revenue North West Provinces.

Provinces. My words are—"very much less." There was no occasion for very careful accuracy, as there were so many points to be considered in fixing the salary of the Financial Commissioner of the Punjab, besides revenue and population.

crores of Rupees.* The population of the Punjaub, taken in 1855, was 12,717,821 souls. That of the North Western Provinces, taken 5 years ago, (and it has since been increasing) was 33,867,993. The two charges surely are not to be compared. Even when the jurisdiction of this †Board is divided territorially between the two Members (as proposed in para. 30th of this minute), *each* Member will be in charge of a tract, the land revenue of which will be *half as great again* as the sole and undivided charge of the Financial Commissioner of Lahore.

46th. Mr. Ricketts has not stated what salaries he proposes for Commissioners. If also the Punjaub scale of Rupees 2,750, the difference of Rupees 750 per mensem seems hardly enough to render either the Court or Board, positions to be much coveted by the Commissioners who hold easier and less responsible offices, and two at least of them, in a climate which renders their appointments valuable and sought after. Excepting from motives of ambition, and unwillingness to be superseded, many officers might prefer the Commissionerships of Meerut, and Rohilkund, to the Court, or the Board, at Rupees 3,500 per mensem.

47th. But I have already perhaps said too much on this topic, and I leave it, with perfect confidence, in the hands of His Honor the Lieutenant Governor.

AGRA SUDDER BOARD OF REVENUE,
October, 4th, 1856.

(Signed) W. MUIR,
Officiating Member.

* Rs. 4,55,57,422.

† NOTE.—I might have referred to the correspondence of the Board being four or five times that of the Financial Commissioner, but Mr. Ricketts would summarily set aside the argument, because the correspondence in his view is useless as being that of a "Board." (See his 22nd para).

But I may note here, as a part of the Board's duty, which he will not dispute, and as seriously adding to its labors and responsibilities, that in the Saugor Division, (assessed at near half a crore of Rupees) in the Kumaon Division, and in Bhutteanah, the Board here have the same responsibilities *in all civil matters affecting land*, as the Financial Commissioner in the Punjaub.

A further heavy and responsible duty hitherto imposed on the Board here, (and belonging neither fully to the Bengal Board, nor at all to the Financial Commissioner at Lahore) is that of Legal Remembrancer of Government, which throws upon them the charge and conduct of *all suits* in which Government is a party.

Appendix No. 52.

Board of Revenue North West Provinces.

Minute on the proposals of MR. RICKETTS, *Commissioner of Civil Salaries, for the substitution of a Superintendent of Revenue in the place of the Board; received with the orders of Government, No.* 1,755, *A, dated* 24*th September* 1856, *by* E. A. READE, ESQ., *Senior Member Sudder Board of Revenue.*

Mr. Reade is not less indignant than Mr. Muir at my proposing to place the Sudder Board lower in the scale than the Sudder Court. My statements and opinions are erroneous. I have formed a very inadequate conception of the responsibilities of the Revenue authority of the North Western Provinces. I have done the Board injustice. The necessity, the utility, and the mode of supervision by the Board, are misunderstood by me. The propositions, founded on my remarkable misconceptions, are entitled to little respect. But it is clear that Mr. Reade read my note with very little attention. He says "I quite overlooked the fact that "through extensive territories in different "parts of the provinces the Sudder Board, "not the Sudder Dewanee is the highest "appellate Court in questions relating to "rent, occupancy, and right to land." Para. 29 of my note says—"In the Non-"Regulation provinces, revenue cases, and "cases connected with land are not admitted "in the Civil Courts. It is very necessary "therefore that appeals in such cases should "be heard by the higher Revenue Courts." I have no inclination to take further notice of Mr. Reade's minute; but I adhere to my opinion that the salary of a Judge of the Sudder Court should be more than the salary of a Member of the Board of Revenue, and I make no alteration in my recommendation.

Since my return from leave of absence, I have perused the observations and proposals of Mr. Ricketts, relative to the abolition of the Sudder Board, the substitution of a Revenue Superintendent, and alteration of the scale of salaries, with the minute of my present colleague, Mr. Muir, on these subjects.

2. As invited by the Government, I proceed to express my sentiments after a careful consideration of these papers.

3. Fully concurring with Mr. Muir in the exposition he has rendered in paragraphs 2 to 27, of erroneous statements and opinions put forth by Mr. Ricketts, I consider it would be a needless repetition to discuss seriatim the several passages in that gentleman's minute, which Mr. Muir has shown, upon ample evidence, to be open to that imputation. I deem it therefore sufficient to insert notes in the margin, illustrative or corroborative of my colleague's observations on this branch of the subject, which has judiciously been treated of first in order.

4. But I consider myself bound to add distinctly and concisely that Mr. Ricketts has formed a very inadequate conception of the responsibilities of revenue authority in these provinces; that accustomed to another revenue system of the Lower Provinces, he has failed to observe and appreciate the marked distinction between it, and the system which obtains in the North Western Provinces; that he has done this Board great injustice, by imputing to it the blame of measures long antecedent to its constitution in 1832, and ignoring the large share it has taken in the improvement of this part of India during the last 24 years; that he has mistakenly assigned to the Civil Courts jurisdiction which, by law, and practice, is exclusively retained within the domain of revenue administration; that he has quite overlooked the fact that through extensive

territories, in different parts of these provinces, the Sudder Board, not the Sudder Dewanee, is the highest appellate Court in questions relating to rent, occupancy, and rights in land; that he is unacquainted with the salutary restrictions imposed by law, and rules of practice, on appeals; that the rules, practice, and supervision of the important department of the settlements in both branches, fiscal and judicial, are imperfectly known to and appreciated by him; that the necessity, the utility, and the mode of supervision by the Board, the Commissioners, and the Collectors, are similarly misunderstood; and that his scheme of regulating responsibilities by a money scale of assessments, is utterly unsuited to the general status of landed properties, and to the nature of rights, tenures, and peculiarities of the innumerable village communities in these provinces, the protection of which, as it has been the care, so it has been the glory of the revenue administration. For to the measures designed to this end, and sedulously watched over and matured, we owe the public confidence, the tranquillity, the suppression of crime, and the development of progress, which have long and eminently distinguished this portion of British India.

5. If each and all of these positions are true, and if the truth of any should be controverted it can be proved, it follows that propositions founded upon misconceptions so remarkable are entitled to little respect. But I proceed to consider the next point, the proposed substitution of a single Revenue Superintendent or Comptroller as the chief central authority in subordination to the Government.

6. Theoretically, the consignment of such authority to a single individual, is supported by arguments based on unity of purpose, personal responsibility, promptitude in despatch of business, and freedom from delays and irritations of contrary views and purposes. The force of these is admitted, and where the nature of the trust admits of a single agency, their cogency admits of no dispute.

7. Practically, the range of jurisdiction, the various functions, the momentous interests confided to the Sudder Board of Re-

venue for these provinces, render it impossible that its functions should be permanently and efficiently discharged by any single man.

8. It has ever been an indispensable necessity that a member of the Board should proceed during the season on circuit, or deputation; and the progress of re-settlements of districts diversely situated, both now and hereafter, will render it necessary for both members to be engaged in relief of each other in this important duty. It must always be remembered that subsequent to the operations of the last settlement, superintended by Mr. R. M. Bird, the jurisdiction of the Board has been vastly extended by several new and extensive districts having been placed under its control, and the range of inspection has been therefore much enlarged.

9. Manifestly it would be impossible for the single Revenue Superintendent to accomplish this task, and dispose of the work which devolves on the Board at Agra. It would be impracticable if its establishment in part, despite the cost attendant upon such a measure, accompanied him on his expeditions, and this is evident from the weight of official labour which devolves on the Board, separately from the task of tours of inspection.

10. My colleague, in the 30th paragraph of his minute, has stated his experience during the past four months and a half in the discharge of the duties of the Board single handed at Agra, during that part of the year when tours of inspection were impracticable. I confirm his testimony by my own experience, the same task having devolved on me at intervals during the last 3 years, and for more than 6 months during the same season of the year in 1854. The 7,660 cases, 684 special appeals, and the circular orders of that year, afford sufficient evidence of the work that had to be done. I must add on the retrospect of the last 20 years, during which I have held successively the offices of Magistrate, Collector, and Settlement officer combined, the charge as Judge of the largest district, and the control as Commissioner of the most extensive division in these provinces, that in none of those offices have I had to sustain the same

amount of continuous, prolonged, and heavy mental toil, as in the Board, during the past 3 years.

11. But setting this aside, however pre-eminent the qualifications of any single man may be, such and so numerous are the questions of deep concern to the peace and welfare of millions which come under the consideration of this Board, that both wisdom and prudence dictate the necessity of their having the fullest consideration of more than one mind. Whether it be for counsel to Government, or direction to subordinates, the test of varied experience, and differently constituted minds, applied to propositions or measures, is an important and valuable safeguard against haste and error.

12. The question I conceive is not whether the whole duty of the Board can be singly discharged in permanence by one man, but whether an arrangement can be devised, by which, maintaining the *personnel* of authority as at present constituted, and the principle of joint participation in the treatment of weighty and important questions, there may not be allowed to individual discretion the discharge of certain functions, or the disposal of certain business. The exigencies of continually increasing work have made this the subject of much consideration to the members of the Board, and the details of a scheme for the solution of this difficulty will be referred to Government.

13. I have now only to notice those points in Mr. Ricketts' minute the discussion of which, as my colleague remarks, is an invidious and ungrateful task, but in which it is right that I should take my share.

14. Mr. Ricketts contrasts, very unfavorably to the Board, the labour, and responsibility of the Sudder Court. But his ignorance, which it has been necessary to expose, of the duties, responsibilities, and functions of the Board for the North Western Provinces, prevents his estimate having much weight. From personal experience, not certainly in the Court itself, but in a very extensive judicial charge for more than two years, and in my present office, I consider him quite wrong. Save in the matter of pronouncing the fate of accused persons

on the prepared and certified cases of the Sessions Judges, and daily attendance, during the sittings, at the Court houses, I cannot see that the Board have any exemptions from toil as great or greater, duties as onerous, and responsibilities as heavy. The Board have no vacations; its members are involved in official labor for the six days of every week throughout the year; one or both of the members have annually extensive and expensive circuits. That duty has devolved on Judges of the Court twice only in the last 14 years. Mr. Bird travelled annually between 2 and 3,000 miles while engaged in the supervision of settlements. My own tours have involved distances of 2,200 miles in one year, and of 1,700 in another.

15. On the subject of salaries, I must remark that I have never questioned the fairness and propriety of the rule by which the salaries of the Judges, and members of the Board, (the latter having long had the privilege of a considerable excess of salary) were equalized, though I was the first to suffer by the change, but I join in the protest against the modification being carried further. The proposal is founded on inadequate appreciation of relative duties and responsibilities, and has neither equity, nor expediency to support it.

16. The same observation applies to the disparity of salaries between the Courts and Boards of the North Western and Lower Provinces. The sole argument for this disparity in favor of the Presidency, is the higher charge of house rent, and the temptations to luxurious living.

17. The Government of India, at the time this resolution was passed, must surely have overlooked, or at least been imperfectly acquainted with, the comparative advantages and disadvantages of residence in Calcutta and Agra. It may be admitted that the charge of house rent, and even house keeping, is ordinarily, though not necessarily, higher in the former. But whether reference be had to articles of consumption brought from Europe, to articles of European workmanship, to the outturn of public auction of personal property, to the facilities of departure from the country, and to in-

146. Appendix No 52

Board of Revenue North West Provinces.

6

vestment and remittances of the savings of salary, the advantages are all on the side of the resident at the Presidency. The Government should bear in mind, in the matter of houses, that such are always available in Calcutta, and the question of landlord and tenant is one that can scarcely be open to question there. Certainly there is no obligation to purchase or build. But such is not an uncommon contingency here and elsewhere in these provinces, from paucity of residences, and the natural and commendable desire of official men to stand clear of any imputation of influence by, or obligation to, native house owners, though such must involve, as it generally does, pecuniary loss. Add to this the cost and risk of transport, and especially the charges of removal of families to the port of embarkation, and it must in fairness be admitted that the claim of equalization of salaries is well founded. Having held office at the Presidency, as well as at Agra, this statement is at least the result of experience.

(Signed) E. A. READE,
Senior Member.

SUDDER BOARD OF REVENUE,
NORTH WEST PROVINCES, AGRA,
The 22nd October 1856.

Executive No. 52
Board of Revenue North West Provinces.

Minute on a proposed territorial sub-division of the jurisdiction of the Board, by W. MUIR, ESQ., *Officiating Member.*

In my minute regarding Mr. Ricketts' proposals for reducing the Board to one member, I have dwelt upon the extreme pressure of the work as a reason why two members are for the present, and will be, so far as I can see, always required.

2d. I also said that I would propose a plan for a territorial distribution of the work. I learned from my colleague that a territorial distribution is found irksome in the office, and I therefore willingly acquiesced in the modified proposal of having the papers sent to each member on every alternate day. This so far methodizes the work that the first reading of the cases, and the initiative in proposing the orders, is equally divided. And it is a great improvement upon the old system. For formerly the initiative in *all* cases was invariably, and by privilege, taken by the senior member, so that the opinion of the junior member, in a considerable proportion of the cases, was a mere echo, the symbol of the echo being his bare initials.

3d. The device then for dividing the initiative action by the papers going on alternate days to each member, is good, and so long as the present system is maintained, I willingly accept it.

4th. But it appears to me after all to be only a half measure, and to fail of giving that relief to the Board which it so much stands in need of, and which its constitution appears to me so readily to admit.

5th. My proposal goes to a radical change, not in the constitution of the Board, nor in the prescribed rules of practice, but in the system which has gained a prescriptive root in its proceedings.

6th. The practice from time immemorial has been to require as a warrant to *every* order that issues, the signature and concurrence of *both* members. Let the matter be the passing of a Contingent Bill, or the sanction to a Tuccavee allowance, or the purchase of a tent, it requires the due formality of two signatures, equally with an order reversing a Commissioner's decision, confirming a settlement, or introducing a weighty rule of procedure.

7th. No man will put his signature to an order, and thus become responsible for its correctness, without going carefully over the papers necessary for gathering the premises upon which the order is founded; and even in matters of comparative insignificance, he will turn the question over in his mind, before adhering to the opinion put before him. No man, that is to say, whose opinion is worth having, or who does his duty as a member of the Board, ought.

8th. No doubt, having the initiative taken for him by another man of ability, is *generally* some help,—still it never can supersede a perusal of the papers of the case, nor does it supersede some thought, though perhaps not so much thought as would have been necessary to strike out an original order. But, on the other hand, if the proposed order put before him does not satisfy him, it sometimes will happen that he has not only to propound his own view, *but to show why the other view should not be adopted.* Sometimes, therefore, the system of double opinions increases, rather than diminishes, the labor of each member.

9th. In large and important questions the discussion supposed at the close of the foregoing paragraph is highly advantageous for bringing out the various points and bearings of the case, and for preventing hasty and erroneous orders. But in the vast number of in-

ferior cases to which I allude, there is no important and widely applicable principle involved. And for such business, the opinion of one member is amply sufficient. No possible benefit can, in the great majority of these cases, be obtained from the double perusal of the papers, and the issue of a concurrent opinion on them. It is simply a loss of valuable time, labor and energy.

10th. I hold then that, under the prescriptive usage of the Board, a double amount of labor is incurred with no adequate compensating advantage. Each member has to read over the papers of every case, however trifling, and each has to give an opinion on it. The work is done twice over.

11th. That this is by no means necessary, (a fact obvious in itself) is shown by the readiness with which, on the frequent absence of one member of the Board on circuit, the remanent member is vested with the full powers of the Board, even to the cancelment of a Commissioner's decision; sometimes the provision being added that important questions, and matters affecting unruled principles, should be disposed of by a concurrent vote of both members.

12th. My proposal would be, without going quite so far, to make this state of things permanent. It may be sketched as follows.

13th. I would divide the Board's jurisdiction into two circles as in the margin,* or to render them more equal, Agra might be divided in two if necessary, or leaving Agra as it is, the Customs and Miscellaneous matters might fall into the 2d circle.

* *1st Circle.*
1st Delhie, 2d Meerut, 3d Rohilkund, 4th Agra, 5th Kumaon.
2nd Circle.
1st Allahabad, 2d Benares, 3d Jhansee, 4th Saugor.

14th. I would in the normal state of the Board, both members being supposed present, assign the business of one circle exclusively to one member, that of the other exclusively to the other member. The arrangement should be *under the sanction of Government*, which might see ground from local experience, personal fitness, &c., for placing one member, rather than another, in charge of a circle, or in special cases, if need be, for detaching a district or division from one circle, and attaching it to the other.

15th. With such a disposition of business, I would prescribe the practice that each member should dispose of all ordinary work upon his own single opinion. The orders would issue under his single signature. No cases excepting as provided below, would come at all before the other member. Each would dispose solely of his own work.

16th. I would except all cases which, under the present rules of practice, require a concurrent opinion. Every order reversing the decision of a Commissioner would thus, as at present, be issued with the weight of the whole Board. I would also except all cases concerning an alteration of practice, or affecting new and undecided principles, and all business of the description specified in the 15th Rule of Practice. Each member would also be expected to bring before his colleague matters of deep importance or general interest either for his information, or for his advice and concurrent opinion. The latter point would be one of discretion. The former points would be obligatory on each member, and upon the Secretary. A reference to the 12th Rule of Practice will show that the expediency of an arrangement of this nature has always been contemplated, and that it is in the power of the Government to direct it "whenever, for the greater despatch of "business, or other cause, it may appear advisable to divide the business, or to assign any "special duty to any member separately."

6th Rule of Practice.

17th. By the adoption of a general scheme such as that now sketched, there would be a real saving of labor to the Board. Work would be equally well and more expeditiously done, and at very nearly *half the mental exertion*. The double consideration now

given most needlessly to minor matters would be dispensed with. The current work of each member would be diminished very nearly one-half.

18th. Most of the disadvantages Mr. Halliday has dwelt upon in the constitution of Boards would be done away with; while the necessary conditions required for the good administration of our Revenue system would remain. We should have increased promptitude of action, an increased sense of responsibility, increased, because more concentrated and personal interest, a greater unity of design, and a more effective purpose in action,—in fact, all the benefits which are not unnaturally looked for in the vesting of the sole authority in one individual. While, on the other hand, we should, on all important matters and difficult questions,have the security of a double opinion, and the collective wisdom of the Board.

19th. I cannot but think that each member would take a more lively and individual interest in his own division, than both now take in their collective charge; they would feel a deeper accountability for its well being, a greater pride in its prosperity. Moreover, the officers would know to what man to look to for advice and direction. At present there is much delicacy in privately consulting the Board, because writing to one member, is as it were passing over the other, and no Commissioner or Collector thinks of writing demi-officially to each, or as a Commissioner (explaining why he had not hitherto kept up a correspondence with the Board) styled it "in the dual number" to both. I *know* that this has, in times past, prevented free demi-official correspondence when it was highly necessary. Some subjects are always best disposed of, or preliminarily arranged, by private correspondence; and almost all matters are more or less so at some stage of their progress. Subsequent discussions and misunderstandings are obviated. The Board know more promptly, and more *unrestrainedly*, what is going on, and the machine of revenue administration works with greater ease and efficiency. I consider this a most important point, and have felt it to be so during the few last months.

20th. I may add as a further advantage that a Board so constituted might work well even where there existed estrangement of feeling between the members, may even, where tendencies towards difference existed; the division of business might prevent such estrangement by limiting the field of common discussion. I have been unfortunate enough, as Secretary, to witness a time when there was frequent conflict of opinion, resulting in permanent opposition, to the serious disarrangement and detriment of business. What has once occurred *may*, under a like arrangement, again occur. And I think it is a material benefit of the plan I propose, that it would tend to prevent such contention.

21st. With all these great advantages of divided jurisdiction, there would be preserved the weight of a combined Board wherever it was needful, and the unity of a common system.

22nd. Thus, though each member for example *prepare* his divisional administration reports for the districts subordinate to him, they might always be submitted to his colleague for his comments before being sent to Government. The general report would be one for the whole provinces, and would bring into one focus the results of the whole administration. All periodical statements should, while showing distinct totals for each circle, be submitted by both members, with their combined comments. There would be one office, one Record Keeper, one weekly epitome for Government, (to be seen if necessary by both members) one Secretariat. There would exist ample safeguards for unity in the Revenue system.

23rd. It would always be in the power of either member to require a reference to Government, on a matter of principle affected by any order of his colleague.

24th. Such would, according to the plan I have ventured to sketch, be the procedure

when both members were present at the Board. I proceed to consider what would be done during the temporary absence of one member.

25th. When one of the members is absent on short periods of leave, the charge of his circle would naturally devolve upon the other. This would be a standing rule, and might also form a part of the order of Government granting leave. In case of temporary disability from sickness or other cause, either member might also have the power of making over the business of his circle to his colleague, for short periods, without any Government order, since the jurisdictions of both members is supposed in special cases to extend over the whole North Western Provinces.

26th. While one member is on deputation the same plan could be followed, the remanent member taking charge of the absent member's circle.

27th. But I should greatly like to see tried a plan which, as Secretary to Government, I sketched in a memorandum laid before the Lieutenant Governor, when Mr. Halliday's views were under discussion, and to which note I have made reference in my minute on Mr. Ricketts' proposals.

28th. I do not see why (1) the member on circuit should not take with him the current duties of his circle in whole, or in part; and (2) if he can take up the duties *in whole*, why the other member also should not simultaneously be on circuit, similarly conducting the work of his own circle. I followed out the details of the latter scheme in the note above noticed.

29th. The first, as an experiment might be tried on a limited scale this year. My colleague on his circuit through the Benares division, might take at least the current work of that division, if not also of the Allahabad division. Certainly no where can the work of the division be so well disposed of as in the division, and it is unreasonable that a member of the Board should be making a local tour and local inspection, and yet know nothing of the business of the day going forward within the districts he is travelling through. All that would be required is (as I have shown in the note referred to) a small marching establishment; urgent orders, minutes and papers of moderate length, might be issued on the spot under the members' own signature. Long and intricate instructions requiring a larger establishment, would go to Agra to be issued by the Secretary. Petitions presented at Agra regarding the two divisions might be sent to the member on circuit.

See Section 3, Regulation XIII. of 1811.

30th. After the experience of this trial the Board would be prepared to say whether the plan were feasible, and to draw up detailed rules for the guidance of the office.

31st. Certainly during the progress of the revision of settlement, both members would need to be on circuit, if all the districts in which they are in progress, are (as they ought to be) leisurely visited each cold season. With revisions going on in Bhutteeanah, Saharunpoor, Mozuffurnugur, simultaneously with revisions in Goruckpoor, Jaloun, Saugor, and Jubbulpoor, I do not see how this can be managed excepting on the principle of which I have advocated trial.

32d. Exception would of course be made to such rapid dâk journeys as are sometimes necessary, during which the travelling member could not probably dispose of regular business. But the Board could always arrange, on such occasions, for the other members being at Agra in charge of both circles.

33d. I beg that this minute be laid before the senior member for his opinion.

AGRA,
The 14th October, 1856.

(Signed) W. MUIR,
Officiating Junior Member.

Minute on a proposed territorial sub division of the jurisdiction of the Board, by E. A. READE, ESQ., *Senior Member.*

I have carefully considered my colleague's minute, on a proposed territorial division of jurisdiction, and his suggestions for improved disposition of business by the members of this Board, individually and collectively.

2d. The present arrangement of assigning the initiative in cases or references to each member on alternate days, is avowedly only temporary, and preparatory to the introduction of reforms in the necessity and principles of which we concur, and to which we may reasonably anticipate the approval of Government.

3d. The principle of territorial division was introduced, so far as existing rules of practice admitted, by myself, preferentially to the former system under which the initiative was taken in all cases by the senior member, as a privilege; that, or any other exclusive privilege, I have no desire in the capacity of senior member to retain; and the arrangement was proposed and effected in the assurance that it would confer mutual assistance, that it would give my colleague a greater interest, and bring at once to bear the advantages of local knowledge and varied experience. It has not answered my expectations, because the practice which requires the formality of concurrent approval, and signature to every order of every description, remains unaltered, and repeated changes, and other causes have prevented its fair operation.

4th. The principle admitted that, during the sittings at Agra, the concurrence of both members is not absolutely necessary for the transaction of ordinary business, though such in all matters of generally great, and special importance should be carefully maintained, the scheme of territorial distribution is one to which I give my cordial assent.

5th. I have accordingly drawn up a series of propositions embodying with slight modifications, those suggested by my colleague, with such additions as appear to me to be advisable.

I. Territorial division of jurisdiction to be made between the members of the Sudder Board of Revenue, under the express sanction of Government, and subject to such modifications hereafter as the Government may dictate, or approve.

II. The scheme of division noted in the *margin suggested for experiment—*Note.* I think this a preferable arrangement, and the following rule provides for miscellaneous business.

* East and South Circle.
Senior Member.
Agra, Allahabad, Benares, Sauger, with Jhansie.
North and West Circle.
Junior Member.
Delhie, Meerut, Kumaon, Rohilkhund, Customs.

III. General and miscellaneous references and cases, being such as do not relate to particular localities, to belong to either member, as may be arranged between them, but subject to the rules in the two following sections.

IV. All ordinary business connected with each circle to be disposed of by the single Member on his own responsibility, and by orders under his signature.

V. All business of the nature described in Sections VI. and VII., whether local or general, to have the consideration and concurrence of both members during the sittings at Agra, or otherwise as the Government may direct.

VI. The reversal of a decision passed by a Commissioner, to require the concurrent voices of both Members, except in cases where special authority may be conferred on a single member, on deputation, or otherwise by order of Government.

VII. All general questions, the enactment of new rules, the construction of provisions of regulations and acts, all matters involving new principles, or new modes of procedure, all annual accounts, statements, and reports submitted to the Government, all enquiries

personally affecting the character of covenanted Civil Servants, all questions touching the deputation of Officers attached to the Sudder Board, or questions relating to the Board's fixed or temporary establishments, and all matters of general interest and grave importance to be considered by the members of the Board collectively.

VIII. Separate weekly abstracts of business originating in, and disposed of for each circle, to be prepared by the Secretary, and to pass under review of each member, prior to submission to Government. Dates of compilation, presentation, review and despatch to be always inserted, and cases disposed of by concurrence of members, to be always clearly distinguished from the others.

IX. Either member to have the power of requiring a reference to be made to Government, on a matter of principle affected by any order of his colleague, the latter in all cases having the option of transmitting his explanation.

X. Either member to have the power of cancelling any order issued under his single signature on reference to, and with the concurrence of his colleague.

XI. In case of temporary disability for brief terms, either member authorized to transfer the ordinary business of his circle to his colleague.

XII. In case of deputation of a Member on tours of inspection or other special duty, the remanent member to have charge of the absent member's circle, for the transaction of such ordinary business as may not be practically disposed of, by the absent member, while engaged in a particular division in communication with the local authorities. Such arrangements to be made by the members in concert, and provided that the rules in Sections VI. and VII. are not infringed.

6th. I do not think it will be practicable, for the member absent on deputation or circuit, to transact any considerable portion of the ordinary business connected with any particular district or districts of his circle. The extent of jurisdiction and time will not admit of leisurely marching, nor would it be possible or advisable to adhere to the principal thoroughfares, and lines of postal communication. Daily receipt, disposal and transmission of orders would not be easily managed, and if reference to previous record be necessary,greater despatch would be obtained by address to head quarters. Doubtless while the absent Member is in conference with, or in proximity of the Commissioner of any particular division, he might be able to, and would dispose of ordinary matters, and certify cases of importance with his opinion to his colleague at Agra. Petitions of appeal should after institution be sent to him, but beyond this I feel satisfied that attempts to dispose of any considerable portion of ordinary business in the circle, would lead to confusion in the Board's office, and cause embarrassment.

7th. Between the months of November and March, both inclusive, sufficient time will, I consider, be provided to admit of both members annually visiting the circles of their jurisdiction. Such expeditions would rather be directed to certain points than to a general circuit, and it is unadvisable to put any impediment in the way of rapid transit from one locality to another where the presence of the member on deputation is most needed, or consultation with local officers can be most conveniently arranged.

(Signed) E. A. READE,
Senior Member.

23rd October, 1856.

APPENDIX No. 54

(Board of Revenue with the N.W. Provinces.)

2ND NOTE.

Division of the Board's jurisdiction.

I have read Mr. Reade's note of the 23rd instant with much satisfaction Para. 2d. The rules proposed by him will, I think, secure the objects in view, viz. independent action, and unity of system.

3rd. I quite agree to Agra being in the Eastern circle, and the customs being included in the Western.

4th. I am not however satisfied that the separate disposal of business could not be conducted in all ordinary tours. For example, during the many weeks the Senior member was marching in 1854-55 with the Lieutenant Governor's Camp as far as Saugor, I do not at all see why he could not have been discharging the business of the Eastern circle, with at least as little trouble as the Lieutenant Governor was able to discharge the business of the whole administration of these provinces.

5th. I shall be very sorry if the proposal is dropped without a trial. I do not know whether my note on the subject has been preserved with the proceedings in the Secretariat on Mr. Halliday's proposals. If it be there, I beg that it may be laid before the Lieutenant Governor with these Minutes. Perhaps the Secretary to Government will also favor the Board by sending a copy of it for record in the Board's office.

6th. I propose that these Notes be now submitted to Government, for the Lieutenant Governor's consideration.

AGRA,
The 27th October 1856.

(Signed) W. MUIR,
Officiating Junior Member.

1874.

Board of Revenue North West Provinces

APPENDIX No. 55

No. 5,855 of 1856.

REVENUE DEPARTMENT.

To

Officiating Secretary Sudder Board of Revenue, North Western Provinces.

SIR,

I have the honor to acknowledge the receipt of your letter, No. 1433, dated 31st ultimo, on the subject of a proposed territorial division of jurisdiction between the Members of the Board of Revenue.

2nd. In reply, I am directed to state that the Lieutenant Governor fully approves of the general principle of the measure, and will settle all the details in personal conference with the Board at Futtehgurh.

I have, &c.,

AGRA,
The 15th November 1856.

(Signed) R. C. OLDFIELD,
Asst. Secy. to Government N. W. P.

186.

Appendix No. 56.
Substitution of a Chief Commissioner of Revenue for the Revenue Board.

157

C. No. 382.

FROM

G. J. CHRISTIAN, Esq.,

Collector of Etawah.

To

W. MUIR, Esq.,

Secretary to Government N. W. P. Agra.

DATED ETAWAH, 13*th August*, 1855.

SIR,

I have the honor to acknowledge the receipt of your circular letter, No. 1,527 A, dated 19th ultimo, desiring my opinion on the proposition of His Honor the Lieutenant Governor of Bengal to discontinue the system of administering the department of land revenue through a Board.

2nd. In India, as in England, experience has proved that Boards and Committees do not get through their work as satisfactorily as single individuals with the same powers. Divided responsibility, differences of opinion, and mutual concessions almost invariably end in delay, indecision, and half measures. And these evils will generally be found to increase with the duration of the Institution, which will ultimately be found averse to all radical changes in the system which it administers.

3rd. There is also this general objection to an executive and administrative Board, that sooner or later the real work will fall into the hands of the Secretary for the time being. It is an old and true remark, that the Secretary of an individual officer is usually his slave, but of a Board their master. And this is especially true in India where the members of a Board, being generally of high standing when first appointed, seldom retain office long, and every change will ordinarily increase the influence and weight of the Secretary, who, after two or three changes, will generally have acquired an experience and knowledge of the routine and precedents of his office, not shared by the members, whom, if he has ordinary tact and ability, he will manage.

4th. His Honor the late Lieutenant Governor of these provinces held these views, and considered that the appointment of Secretary to the Revenue Board should be given to a young officer, who would probably remain many years in the situation, and supply by his official experience that uniformity which the frequent changes in the members had a tendency to interrupt. I cannot but consider, however, that the remedy was worse than the evil.

5th. Whatever weight there may be in these general objections to a Board of Revenue, the constitution of that Board in these Provinces, consisting of two members without a casting vote, effectually prevented any healthy action. Such a Board can seldom hold an independent and energetic course. If both members are able, experienced, and zealous, the differences of opinion, which must arise, will retard the despatch of business, and throw the decision of every important, and many petty questions, after long discussion, and unnecessary delay, into the hands of Government. If one member takes a decided lead, his colleague becomes simply a hinderance to retard the work, increase it, and weaken responsibility, and in either case the undue influence of the Secretary will, sooner or later, be felt.

6th. But with the most favorable circumstances, no advantage, or but little, is derived from having more than one member. If the work is not divided, then all matters, down to petty questions of routine, are done twice over. If the work is divided, then the Board ceases to act collectively, and there is great risk of conflicting and jarring precedents of law and practice in different parts of the country.

188 Appendix No. 50
Substitution of a Chief Commissioner of Revenue for the Revenue Board

7th. To secure both uniformity and division of labor, it is usual for the members to distribute the districts or divisions. Each member disposes *primarily* of all cases in his allotment, and his signature is endorsed by his colleague after a cursory glance at the papers, unless specially noted as important. But here also much work is done twice over, and there is still risk of different systems being in vogue at the same time. Uniformity in little, as well as great questions, is important.

8th. But apart from the objections to the form of the Board of Revenue, no such Board, nor any single officer with equal powers, is required here. The Government of these provinces is essentially a civil administrative Government. It has no legislative functions, no foreign political relations, no army, no marine to distract its attention. But it is charged with the fiscal and judicial management of an immense and densely populated territory, and it has to administer a financial system, which involves minute enquiry into and constant interference with all matters and persons connected with the soil. The criminal system, owing to the absence of a public vernacular press, and a public opinion, such as obtains in England, acts rather upon than with the people, and there is little of self Government known in India to limit the direct action of the ruling power; and for obvious reasons the Government here is called upon to interfere, even in the administration of Civil justice, to an extent *far less than is desirable*, but which would not be tolerated in Europe. Hence in all departments Government is required by law and expected to interfere.

9th. It is not surprising therefore that much of the work, which a Board of Revenue or Chief Commissioner might be expected to perform, is forced upon, or voluntarily sought out, by Government. It has leisure from weighter matters of state, and being required by law to interfere frequently and largely, especially in fiscal questions, it naturally seeks sufficient information to make its interference effective and useful.

10th. There were also circumstances in the history of the Revenue system of these provinces, introduced as it was by the strong will of one man against a host of opponents, that have thrown much detail on Government, without the direct and arbitrary interference of which, during and for years subsequent to the settlement, the system would never have been consolidated.

11th. It is a mistake to suppose that the uniformity and rapidity of the settlement was, in any degree, due to the existence of a Board of Revenue. Mr. Bird acted in perfect independence of his colleague, had a Secretary of his own, issued the most important orders at a distance from the seat of the Board on his own responsibility, and wielded for a time the full powers of the Board, and of Government itself, so far as fiscal arrangements were concerned.

12th. Never was the uselessness of a Board more manifest. The settlement was the work of a single mind acting independently, and the system so established has been maintained and consolidated since by one mind also, and that not in the Board of Revenue.

13th. Latterly, it is true, Mr. Bird considered that Government should abstain from interference in any but the most important fiscal matters. But his views, expressed in the subjoined extract, paras. 200 to 203 of his final minute, dated 21st January 1842, are plainly based on a misconception of the position, duties, and leisure of the Lieutenant Governor of these provinces.

Vide page 141 of the blue book, Revenue Survey India, 20th August 1853 (House of Commons.)

"Para. 200. It is, I believe, known to all who are acquainted with the discussions of the time, that the Sudder Board was designed to be a great office, entrusted with the whole administration of revenue affairs, under the general rules laid down by Government, but intended to exercise a large discretion in matters of detail, and to possess in the fullest degree the confidence of Government.

Substitution of a Chief Commissioner of Revenue for the Revenue Board. Wednesday 1856. (P.) 89.

"201. Such was the position the Board in these provinces held under several administrations; I would not myself have been induced to undertake any of the great measures which it has fallen to my lot to guide, had I not been assured of the confidence and support of the Government, or could I have supposed myself to be placed in a position to be suspected and watched.

"202. If the Government cannot command from the whole service trustworthy Agents, to whom the management of their revenue affairs can be safely committed, it were better that the expense of a head Board should be saved, and the revenue management become a branch of Government administration.

"203. I believe it will, however, be felt that it is not likely the executive Government could give such time and attention to revenue matters as to be equally master of the principles and details of native land revenue as those whose duty it is to devote themselves to the charge, and I think it must be admitted that unless the executive Government undertake the entire management, a frequent interference in details is likely rather to harass and embarrass those to whom the duty is committed, than to lead to any beneficial result."

14th. But whichever view be right, the Government here always *will* interfere even in petty fiscal matters. It can do so with advantages which no Board can possess. His Honor the Lieutenant Governor periodically visits the several districts of his charge, has free and unreserved communication with Commissioners, Collectors, and officials of all grades, and in all departments. In these provinces nearly every ministerial officer (the members and Secretary of the Board excepted) unites fiscal and criminal functions, and in the latter he is directly responsible to and supervised by Government, and yet the interference of Government is least in that department. Why then interpose another resisting medium, where the freest communication is the most desirable?

15th. The Board, as a Board, can have no locomotive inspections, and no local knowledge. If a member travel, he must do so as an idle spectator, or, if he wield the powers of the Board, there is an end of its functions, and the risk is added of conflicting precedents. And reference to a distant colleague at once increases delay, paragraphs, and the certainty of differences of opinion, not reconcilable by minutes sent 500 miles.

16th. So assured was His Honor the late Lieutenant Governor of the former evil, that, while he would not discourage the tours of the members, he distinctly refused, on more than one occasion, to grant full powers to either member singly.

17th. The result is that in these provinces the local knowledge of each district possessed by the head of the Government is never shared by the Board, and seldom by either member, but each has merely local knowledge of the scenes of his former labors.

18th. And further, owing to the union of functions, and the ultimate relation of fiscal and criminal matters with each other, and with the administration of Civil justice, the Government and the Commissioners can view a district in all its bearings, and the conduct and capability of an officer in all departments. The Board see but one side, and that through a haze of distance and correspondence, and their interposition keeps back from Government, for long periods or altogether, information of fiscal matters requiring prompt and decided measures.

19th. To maintain the Board, is merely to keep open a fourth channel, through which statments, reports, and references must pass in their transit from the Collector to the Government. As observed by His Honor the Lieutenant Governor of Bengal, either the Board or the Commissioner of the division becomes a Post Office, and therefore unnecessary. But the evil is, that the Post Office will open letters, delay them, and make formal and unnecessary comments on them.

20th. I write from my own experience when I add, that for three years out of seven Commissioners up here, three on an average acted simply as Post Offices, and as regards about two divisions on an average the Board performed those duties, and those only.

190 Appendix No. 50.
Substitution of a Chief Commissioner of Revenue for the Revenue Board

21st. Reference I see is made to the judicial functions of the Board. The importance of these so called judicial functions is best estimated by considering, that the decision of a disputed right in the revenue department, made by a Collector or settlement officer on the report of a deputy Collector, may be upheld in appeal by the Commissioner, the Board, and even the Government, in succession, after the fullest investigation and prolonged correspondence, and then reversed by a Moonsiff, who probably is almost wholly unacquainted even with the theory of fiscal tenures, and who has had no practical experience of them whatever, and from his decision the appeal will lie to Native or European Judges, certainly less competent to deal with the question than those trained in the fiscal department, and whose system of procedure, moreover, is a bar to all searching enquiry.

22nd. The Board have no judicial functions worthy of the name, and from their position their decisions must usually be based on English reports only. To send for the Vernacular record in all cases would overwhelm the postal department, and create intolerable delay, and without those records the Board's orders, considered as judicial decisions, can carry but little weight. The Board may, it is true, give a construction (not binding on any one) on a point of revenue law, but how few revenue questions in this country are there, in which the law and fact are not closely blended.

23rd. Owing to the delay caused by the interposition of the Board, where the time occupied in a case is directly proportional to the number of members and secretaries, Government is kept long uninformed of important questions of general or individual interest. Hence there is much direct correspondence, official or demi official, between the Government and the Collectors, which would otherwise pass, and with much saving of time and labor, and prevention of duplicate appeals and reports, through the Commissioners of divisions.

24th. Were the Board abolished, the Commissioners would be for Revenue what they are now for Police, and thus Government would have full and early cognizance of proceedings in both departments, and a direct instead of circuitous mode of communication in the Revenue department. I know that many important references and suggestions have been kept back owing to the length of time required to pass a letter through so many offices.

25th. The abolition of the Board would lighten the labor of Government, the Commissioners, and every fiscal officer in these provinces. For the Board cannot now act on any general subject without a reference to Government, and after correspondence of greater or less amount, permission is conceded to the issue of a Circular Order, which Government could have issued at once on the reports of the Commissioners. I could mention cases in which a Circular Order of very little moment has thus been discussed for months, the Board first suggesting principles, then enunciating rules, and finally submitting a draft for approval.

26th. The delay which is now inevitable in cases of routine, as pensions, refunds, appropriations of land and consequent alterations of Jumma, and the like, as well as in important matters, as settlements, balances, &c., &c., is felt in every department, and entails much increase of labor in every office. All this would be lessened if the Commissioners corresponded directly with the Government.

27th. And if they did so, Government would have before it promptly every question of general or individual importance, every noticeable suggestion for the amendment of fiscal law or practice, every important change in the condition of a district in any department, and each point would have been, or might soon be, discussed with the local officers openly and freely, instead of being buried in piles of correspondence tardily submitted to Government.

28th. But the greatest advantage would be the introduction of uniformity in the fiscal administration of the country. Now, owing to the want of local knowledge on the part of the Board, every district has its own laws and practice, and every Collector is a legislator in fiscal matters. I have been Secretary to the Board, and I know that their records supply but imperfect information as to the real condition of each district, and the proceedings in the several fiscal departments.

Substitution of a Chief Commissioner of Revenue for the Revenue Board. Appendix No. 56 P. 191

29th. Even were the powers of the Commissioners left unchanged, the reduction of correspondence in cases which *must* go to Government, either for sanction, confirmation, or information, would more than make up for the increase of work in the Government office due to matters of routine. But if, as is preferable, the Commissioners are invested with the powers of the Board, then the saving in reports, statements, references and appeals would be enormous. Government would have less to do, and the Commissioners but little more.

30th. For, besides the monthly abstracts of correspondence, all cases of the description marginally* noted now go before Government from the Board for confirmation or information, and the Commissioners could as easily dispose of such cases as send them on with a letter or docket to the Board.

* Settlements.
Real balances.
Refunds.
Pensions (new.)
Farms.
Transfers.
Sequestrations.
Reductions of Jumma Sales, &c., &c., &c.

31st. Another advantage resulting from the abolition of the Board would be, that Government would have far more extended and varied knowledge of the capabilities of officers, European and Native, Covenanted and Uncovenanted. And thus the mistakes of sending a good magistrate to a district which requires rather a first rate Collector, and vice versâ, would no longer occur. And Uncovenanted Deputy Collectors and other subordinate officers would not, as now, be retained in districts, year after year, to the injury of their own advancement, and the best interests of Government and the people.

32nd. In this country, men and not measures, the instrument and not the system should be looked to. To put the right man in the right place, where duties are so varied, requires that the Government should have the fullest knowledge of the conduct and capacity of even its junior and subordinate servants in all departments. I know that the impossibility of administering the department of land revenue satisfactorily without some discretion in the distribution of officers, has been felt and avowed by the Board, and at the settlement the power to transfer officers was largely conceded to Mr. Bird. But it is obvious that such authority cannot be ordinarily delegated to a Board. Let Government then retain the power by which alone the system can be made efficient, but take the direct management into its own hands also.

33rd. But it may be urged in favor of the Board of Revenue, that it has done good service, and under it the fiscal administration has "worked well."

34th. But I fear this must be met by a direct negative. Without any reference or allusion to the members and secretaries, who now constitute or have held office in the Board, there is a growing feeling among intelligent officers in the fiscal department, that the Board does, and has done, with the best intentions, positive harm; that it retards important measures, increases correspondence, multiplies forms, and, with all its interference, fails to secure uniformity or detect disorganization.

35th. I may refer to the reports submitted by Mr. Cust in 1852, 1853 and 1854 on the state of Banda, and to my own report for 1854-55 on the condition of this district, now before the Commissioner, as proving that disorganization may continue for years without the Board having any cognizance of the fact.

36th. The financial state of Banda had drawn to it the special attention of the Board and Government for years, yet Mr. Cust's revelations of the real causes of default, and of the entire disregard of fiscal law and practice, which had obtained for years, were as new as it was startling. And here in Etawah, where balances are almost unknown, I have been compelled to report that the revenue system, enjoined by law and the orders of the Board and Government, has for years been unknown, ignored or misunderstood. Disorganization in nearly every fiscal department has continued for years in a district less than 100 miles from Agra, and this without the Board or Government being aware of the fact. The Board knew nothing of Etawah, and their interposition kept the Government almost as completely

192 Appendix No. 56.
Substitution of a Chief Commissioner of Revenue for the Revenue Board.

in the dark. The disorders of the Police were known, because Government acts in that department directly through the Commissioner, but fiscal disorders may, under the present system, be hid till a local officer may be pleased to report them.

37th. But this is not to be wondered at. For years the system of record in the Board's office, without one counterbalancing advantage, involved delay, laborious transcription and examination, and postal inconveniences, and effectually insured that no case could come *fully* and *promptly* before them. I can only refer to my own reports on this system, which the Hon'ble Court of Directors, on the recommendation of His Honor the Lieut. Governor, and against the decided opinion of the lower Board, consented to abolish, for a description of a system so costly, cumbersome, and inconvenient, that no single officer, with individual powers and responsibility, would have tolerated it for six months. Yet till 1852 this system which necessitated delay and the issue of crude and conflicting orders, based on imperfect information, had been acquiesced in and approved, and I may add here that a conference at the request of His Honor the Lieut. Governor, with the Secretaries of the lower Board, when I visited Calcutta in 1854, showed me that neither the members nor their Secretaries had much knowledge of the system of record, nor any due appreciation of its enormous evils.

38th. So in their judicial functions on which stress is laid, it was not till the year 1852 that any attempt was made, by the translation of petitions of appeal, to obtain a prompt opinion of both members on the admission or rejection of appeals. Prior to that year the Vernacular record was brought before the second member after the interval of a week, or his signature obtained to a paper, the contents of which he had not mastered.

39th. The Board, if they have any duty, might be expected to attend to the important one of maintaining uniformity of revenue practice. But there was no sufficient provision made till 1853 for any record of important precedents, and year after year conflicting orders on subjects, as important as revision of settlement, rent, occupancy, butwarahs and putwarees, had been issued without any suspicion of the fact.

40th. I have now by me a memorandum book which I had originally intended to publish under the title of "Precedents of the Sudder Board of Revenue," but before I had maintained it a year, I saw that the Precedents were too conflicting to admit of publication. Reports were submittted to Government regarding these jarring decisions on several important points, among which I may notice rent, occupancy and appeals. The Precedent Book was reformed before I left the Board, but great evil has been already done.

41st. But in no view was the tendency of a Board to sink into routine more observable than in the periodical returns and statements. Each member as he entered the Board proposed and generally carried the issue of some pet return, without much or any reference to those already existing, and with no attempt to combine and consolidate previous orders on the subject. Hence with every change the number of returns grew, and it will scarcely be believed, that these were never once revised from the issue of the printed Circulars in 1840 to 1854, when a revision was made, and though not half sweeping enough, it cleared the office of much useless lumber.

42nd. For these periodical returns were so numerous, and many so faulty, that they were accepted as matters of form and seldom used, commented on, or even examined. When in 1853, I introduced the rule of applying the returns to the purposes for which they were intended, the Board's office broke down under the increase of the work. This led to a revision of the whole list of statements, and the excision of many, and the simplification of others. But even then the office establishment was found unable to do efficiently what it had before scarcely attempted to do. I may especially note here the evils caused in so many districts by the imperfect mode in which settlements, especially of river estates, were examined by the Board previous to 1852. These evils had gone on accumulating for years to the utter confusion of muhulwar arrangements.

Appendix No. 56 193.
Substitution of a Chief Commissioner of Revenue for the Revenue Board.

43rd. Another abuse (which however is not confined to the Board) was the pernicious system of issuing Circular Orders, merely referring to previous ones, without any attempt to make each general rule complete in itself. This last requirement, so essential to the simplification of law and record, was only recently introduced into the Board's office.

44th. Again after three years in the Boards, cases of great general or individual interest which were pending soon after I took charge, were under consideration when I left the office of Secretary. Important general questions, such as the recognization of the office of Putwaree, the simplification of the village accounts, on which the revenue system hinges, the relations of landlord and tenant, the arrangement of records, have remained long under discussion, as have settlements and individual cases affecting whole districts, pergunnahs, or large private interests.

45th. I mean no reflection on individual officers, but I have no hesitation in saying that no single officer would have tolerated for six months the system, which obtained in the Board's proceedings, and in their office, up to 1852. Yet that system had lasted for years, and the delay, disorder and collision, which it ensured, were either unknown or unappreciated. And Government was left in much ignorance of the real state of the Board, and the districts under their charge, and when the facts were partially brought to light, the divided responsibility was the only excuse which could be offered.

46th. A partial reform has been effected, but even if carried out, the same state will recur. And now, as I have ventured to tell the Board in my report for 1854-55, there are other districts (which it is not for me to name) as disorganized as Banda was, and as Etawah still is, yet of these districts the records of their office are silent, or give but an uncertain sound.

47th. I see no hope of permanent reform, no chance of keeping before Government the actual condition of its charge, than the assumption by Government of the direct administration of the land revenue, which will soon be followed by a radical alteration of many present rules of practice, and legislation on the important points which have been discussed without result for years.

48th. Up here it will not be necessary to retain any officer for the management of salt, opium or customs. With opium the Government of these provinces has nothing to do, and for the duties on salt (for those on cotton must be abolished) there is already a Commissioner of Customs.* And so far from that department having been benefited by the supervision of the Board, the latter have seldom felt interest or possessed information on the subject. Questions relating to this department were almost invariably (during my time) left to the Secretary, or his Assistant, and the most important change of late years, the deflection of the customs line to the Nerbudda, was my own suggestion.

49th. The Board have themselves proposed to Government that they should be relieved of the duties of Legal Remembrancer, which they only partially discharge, as they have no concern with criminal cases. These duties must sooner or later be otherwise provided for.

50th. I would recommend therefore the abolition of the Board, the transfer of *all* its functions to the Commissioners of divisions, the same power as at present of sanction and confirmation being retained by Government as regards settlements, balances, farms, transfers, sequestrations, refunds, pensions and the like, and at the same time I would briefly suggest, with reference to the last para. of your letter, some reforms which are needed.

(1.) *The reform of the Accountant's office, and the simplification of the system of Accounts.* The periodical returns in this department, the frequent issue of circulars, altering the system, *and amending and explaining each other*, and the interference of the Accountant in matters beyond his cognizance, as the causes of balances, the best mode of

* Vide the final and printed report of the late Commissioner of Customs, Mr. Smith.

realization, &c. &c. are overwhelming the English officers, and creating confusion and risk of defalcation.

(2.) *The alteration of the system of appeals and the discontinuance of English reports upon them.* Each case should be decided by the appellate court on an inspection of the vernacular record alone, as in the criminal department. No Court has the case fairly before it, unless the vernacular record is inspected. Why should not that record be called for and disposed of by vernacular proceeding, and English reports reserved for discussions and animadversions. A reporting officer must give the case the color of his own views, and so mislead unintentionally the Commissioner, who without the record knows and sees but little of delay and irregular practice, and with it he does not require an English report. The frequent perusal of these vernacular records from beginning to end, would give the Commissioner the same insight into the working of the Revenue Courts, which the Sessions Judge has of the Judicial proceedings in the criminal department.

(3.) *Legislation on the subjects of butwarahs, rent, occupancy, putwarees, and profits in coparcenery estates.* These departments call for immediate legislative interference, but most of them are under discussion somewhere or other, probably in the Board's office.

(4.) *The increase of the powers of Collectors in matters of routine, as the appointment and removal of officials, the disbursement of petty sums for contingent expenses, the payment of pensions and the like.* The sanction of the Commissioner in matters of this kind is simply formal. A Collector may throw a district into either disorder, and keep it so for years, but he cannot remove without appeal, or appoint without confirmation, a Mohurrir on Rupees 15.

(5.) *A limit to the period of revenue appeal in all cases not affecting the interest of Government.* Practically there is no finality, (except in the Summary Courts) and appeals lie for years, or are taken up after the lapse of years, while even in the civil courts a period of limitation is recognised by law. Much might be done to stop this great and growing evil, and prevent unnecessary reports by admitting no petition of appeal, unless supported by copies of all orders appealed against This would also improve the stamp revenue, and be a great boon to litigants as well as Government officers.

(6.) *More frequent inspection by Commissioners on the spot of records, offices, and officials.* The Commissioners, as a general rule, trust too much to reports and statements, and see too little of the vernacular records, and the actual machinery. There would be *less frequent* but far more effective interference, if Commissioners visited their districts oftener during the year, and had more intercourse with their subordinate Collectors, and their staff; and it would be an improvement, if Commissioners attended office daily, which very few do now.

(7.) *More careful selection and less regard to seniority in the appointment of Commissioners and Collectors.* I am diffident of alluding to this reform, towards which so much has been done. But the day has passed when a division or a district can be left in incompetent hands.

(8.) *The enforcement of the rule that every circular or general order, by whomsoever issued, shall be complete in itself, a consolidation in fact of previous general orders on the same subject.*

51st. I venture to add one remark regarding the concluding paras. of the minute of His Honor the Lieutenant Governor of Bengal. I trust that the great saving, made by the abolition of the Board, will not be spent in increasing the salaries of Commissioners, al-

ready sufficiently high in these provinces. I venture to dissent from the views of His Honor that any salaries should be raised to give a prospect of advancement to officers in the revenue branch. The salaries of the covenanted service are sufficiently high already, and there are far more pressing demands on Government. And the day is coming I trust, when the Sudder Court will be filled with officers, who have had some training in the fiscal department, as well as the judicial, and the bench will afford the prospect of advancement deemed necessary by His Honor.

52d. The saving may, with great advantage, be applied to improve the position of the Subordinate Police, and after them of the native Judges. The claims of Budaon and the Delhi division for another Judge, merit also especial attention, and my belief is that the increase of work to Government will be so small that another Secretary will not be required, nor will the Commissioners have more to do, nor need any increase of establishment. The Board is one of the chief causes of the amount of correspondence and the number of forms, which so harass officers and impede work.

I have, &c.,

(Signed) G. J. CHRISTIAN,
Collector.

ZILLAH ETAWAH COLLECTORSHIP,
The 13th August, 1855.

196

APPENDIX. No. 27

Substitution of a Chief Commissioner of Revenue for the Revenue Board

ENCLOSURE.

(COPY.)

No. 512 of 1855.

Agent Gov. Genl. Rajpootana, Sir H. M. Lawrence, K. C. B.

FROM

COLONEL SIR H. M. LAWRENCE, K. C. B.,

Governor General's Agent for the States of Rajpootana.

To

W. MUIR, ESQ.,

Secretary to Government, N. W. P.

Dated, Camp, Aboo, 25th October, 1855.

SIR,

In reply to your Circular, No. 1527, dated 19th July, regarding the Sudder Board of Revenue, I have the honor to recommend that it be merged in the Sudder Dewany Adawlut; which latter being already a Revenue, as well as a Criminal and Civil Court of Appeal, would thus have the aid of the ablest and most experienced Revenue Officers in the Service. Pages 220 and 221, of "Trocher's Memorials" prove how difficult one of the best Financiers in the Indian Civil Service found "Revenue Accounts," and how necessary some Revenue experience is, to enable the ablest Judicial Officer to deal with Revenue questions.

2. Another, but more expensive, though in my opinion proportionally more efficient scheme, would be, to have *two* such combined Courts each of three or four Members; one to be established at Benares, or Allahabad, the other at Agra: ordinary current details, in each Court, to be divided off among the Members; all trials and important cases according to their nature, to require two or even three opinions, and both trials and details to be disposed of by Members, according to their previous experience, as Revenue or Judicial Officers.

3. Among important cases, I reckon confirmation of Revenue settlements, resumption, or confirmation, of rent free lands. Sale or transfer of Estates, education of Minors, and management of their Estates. Such like questions, affect the welfare of families, and even the public peace, more than ordinary criminal decisions; and yet many an officer, who would anxiously ponder over evidence that affects the life, or liberty of his fellow creature, will very summarily dismiss questions that may deprive families of their ancestral possessions, or may ruin or enrich a District or Estate Some men are so dull, or so callous, that they cannot perceive the rights obtained by long possession; they look for Sunnuds for Estates won by the Sword. Others cannot perceive that each renting is as ruinous to Government as to the People. Some there are also who may not sufficiently protect the Government interests; who forget that Mafidars and Jageerdars should pay for the protection, and security, they enjoy. To both classes of officers, *acting judicially*, colleagues are necessary.

4. On these several grounds, and notwithstanding the outcry against Boards, I

APPENDIX. No. 57.

Substitution of a Chief Commissioner of Revenue for the Revenue Board.

Agent Gov. Genl Rajpootana, Sir H M Lawrence, K.C.B

prefer a Board to individual Commissioners, *for deliberative duties.* Simply executive ones are doubtless better performed by responsible individuals. But, four years experience in Superintending the awards by Commissioners, and district Officers, many of them men of high character, strongly impresses me with the necessity of a second opinion on *all* important questions that admit of delay for deliberation I could adduce instances, of atrocious sentences and awards, by some of the best men in the service,—Men are not always themselves; heat, debility, family troubles, temporally overpower some. One man is constitutionally hard and unbending; another is as unduly lenient; a third looks to technicalities; a fourth numbers the witnesses, a fifth looks only to Government interests, or to what the Superior Authorities will think of his decision. For one and all, a Colleague is a public blessing, and the clashing of opinions, however disagreeable to those who have to clash, is invaluable.

5. On the whole, I should prefer to see Commissioners of Divisions absorbed, rather than the Sudder Board: In India we have probably too many Appeals, but if one Appeal is to be reduced, let it be that to an individual Commissioner. Let the powers of Collectors, as heads of Districts, be increased, and let there not only be two, but as many Sudder Boards, or mixed Revenue Civil and Criminal Courts, as may be necessary to ensure a full and prompt hearing of all appeals, by Men placed by position above local prejudices, and with sufficient leisure to give full and calm deliberation to weighty questions that come before them. By the suggested junction, the Revenue Appellate branch Court will acquire dignity, the Judicial one knowledge; the combined Court increased weight, and perhaps increased independence. But whatever be the constitution of Courts, I recommend that details and routine Superintendence be divided off, and the combined energies of Members be reserved for really important questions.

6. I beg to apologize for the delay in answering your Circular. My time has been much occupied with pressing matters, and I desired to give my best consideration to so important a question. Mr. H. St. G Tucker, already referred to, says, (Page 219 Memorials) " we do not often reflect seriously on the functions of a Judge, but in " truth, the being who is elevated to this station, is commissioned by us to perform the " office which can alone be perfectly executed by omniscience itself. He disposes of pro- " perty, character, and life, and of that which is often more valuable than existence." To all intents a Member of the Sudder Board, as also a Revenue Commissioner, is a Judge and constantly deals with questions *more valuable than existence.*

I have the, &c.,

RAJPOOTANA AGENCY, CAMP ABOO,
25*th October*, 1855.

(Sd.) H. M. LAWRENCE,
Govr. Genl's. Agent.

True Copy.

(Signed) H. M. LAWRENCE,
A. G. G.

Appendix No. 58.
Substitution of a Chief Commissioner of Revenue for the Revenue Board.

No. of 1856.

REVENUE DEPARTMENT.

FROM

THE COMMISSIONER IN SINDE.

TO

THE RIGHT HON'BLE LORD ELPHINSTONE, G. C. H.,

Governor and President in Council.

BOMBAY, *dated 21st January*, 1856.

MY LORD,

In obedience to the endorsement as per margin, I have the honor to submit my opinion on the questions raised in the papers forwarded, as to the utility of a Revenue Board as a part of the machinery of our fiscal administration.

No. 2767 of the 2d July 1855, connected with a proposal to abolish the Board of Revenue in the Lower Provinces of Bengal.

2. I have of course no practical experience of the working of such a Board, but I must confess that, judging from what I know of the work to be done, and of the mode in which Boards usually transact business, the arguments used by the Hon'ble the Lieutenant Governor of Bengal to prove that single officers, acting on their individual responsibility, work better than a Board, seem to me unanswerable.

3. It appears to me that it is only in deciding questions which are quasi-judicial, or which require discussion and deliberation and the interchange of opinions, or in the execution of trusts intended to preserve particular interests from being affected by sudden changes of opinion, that the action of the Board has any real superiority over that of an individual.

4. But such duties form a very small portion of those which would devolve on a Revenue Board, and better means may, I think, be devised to provide for them than by constituting a Board.

5. The authority of a Board is sometimes useful by dignifying a decision, as the result of combined opinions, which would be less patiently acquiesced in, if known to be merely the opinion of an individual. This is a substantial advantage in a service constituted like that of the East India Company, but it is simply a result of the division and concealment of responsibility, and as a result of fiction, it can never be really worth the sacrifice of truth. But whatever may be its value, it seems to me to form the sole compensation for the enormous evils inherent in any machinery of administration which so divides and conceals responsibility.

6. I will briefly recapitulate the different kinds of work which are likely to come before a Revenue Board, and consider its advantages with regard to the dispatch of such business.

7. There is still much quasi-judicial business which will, I conclude, come before the Board. At the time the Bombay Regulations were framed, (1827) there was a want of precise and authentic recorded information relative to some of the most prevalent land tenures. The Collectors were generally practically acquainted with the several peculiarities of such tenures, and they had always at hand the means of obtaining current information. On the other hand the Judicial system was a new creation. Its officers had generally little practical experience in revenue matters, and they who were best qualified to judge, entertained fears that if all questions relating to rights in land were left to the decision of the Adawluts, existing tenures must be destroyed, that extensive changes might take place in the proprietary rights in all land, and that no one would be aware of what was going on till the evil was done. Hence jurisdiction in all suits relating to land was given to the Collectors, and not to the ordinary Courts of Law. This law has since been modified; still there are, I imagine,

200 Appendix No. 58.
Substitution of a Chief Commissioner of Revenue for the Revenue Board.

many more cases in which the Bombay Board of Revenue would have to exercise quasi-judicial powers, than in Bengal or the North Western Provinces.

8. If such questions were to come before the Board in such a shape as to admit of fair and exhaustive argument, and authoritative decision, it must be some advantage to have that decision passed by a Board of several eminent public servants who had been long employed in the Revenue branch of the administration, rather than by a single individual.

9. But I feel assured that in practice, the decision, whatever it might be, would be the deliberate opinion of merely one man, fortified by the assent, or abstinence from dissent, of one or more colleagues.

10. Moreover, the effect or the effort of the Board would be to confine its decision as much as possible to the point of immediate possession or liability to assessment, leaving the adjudication of all other right in the property to the regular Courts of Law.

11. That such tendency on the part of a Revenue Board, to avoid as much as possible all enquiry into the intricate and delicate questions surrounding a dispute regarding rights in law, and to remit such questions to the ordinary legal tribunals, would be judicious, there cannot, I think, be a doubt; and even if it were possible, it would not be advisable to attempt to force a Board of Revenue to be the ordinary tribunal for adjudicating a class of questions which, above all others, require and deserve the trained ability of a professional Judge.

12. For every judicial duty then which a Board of Revenue is likely to perform, or could with reason be required to perform, a single officer would, I think, be equally efficient.

13. I may here observe that our legislation regarding land, and the tenures, rights, and liabilities connected with it, seems to me very defective. In the Regulations of 1827, much was left, and most wisely left, to be divided by usage and the common law of custom ; but since then little or nothing of any moment has been done to settle authoritatively what usage and custom prescribe, enquiry has been made in many different forms, and a vast amount of information has been recorded by revenue and survey officers in almost every district, but this has rarely, if ever, been placed in a shape to be readily accessible to our Judges, or to form an authoritative guide to our Courts of Law. None of it has any more weight than the Court may choose to attach to it as the testimony of a person who has studied the subject, and it still depends on the knowledge of the revenue records which the parties conducting a suit may possess, whether much or little of the information so collected shall be put in evidence, and whether the Court shall be required to glean for itself the evidence required from interested and conflicting witnesses, or find it recorded in the fullest detail by competent parties who made that question the object of leisurely enquiry long before it became matter of litigation.

14. The evil appears to me to be of great magnitude. I have seen the Judges of successive Courts of Appeal waste their time in endeavouring to make out the characteristics of a tenure which had 30 or 40 years before formed the subject of special enquiry by an expensive survey, the results of which, locked up in almost forgotten MS. records, would have at once settled the question, and probably prevented its being ever raised.

15. The remedy appears obvious. When a survey is completed, so much of the information collected as has a legal bearing, should be put in a shape to guide future legal decisions so that Courts of Law should be not only able, but should be required to take cognizance of them.

16. The rights which Government intend to confer by limiting its demand, or in any other way improving the tenure of the holder or collector of the land, should be specified in the same manner, and made equally binding.

17. By such means most of the advantages of a permanent settlement might be obtained without its inconveniences, without limiting the power of Government to enhance its de-

Substitution of a Chief Commissioner of Revenue for the Revenue Board. Appendix. No. 58. 201.

mand on the land where good grounds existed for requiring a larger contribution towards the expenses of the State. And it would no longer be possible to object (as the late Mr. Mackay and other writers have done) to our best and most liberal settlements, that they give nothing but a rather favorable modification of tenancy at will, Government retaining the power to enhance its demand without limit.

18. An example may make my meaning clearer.

19. Government has voluntarily bound itself, by a recorded declaration of its intention, that the rates fixed by the Deccan survey shall not be enhanced for 30 years certain, but this pledge has not been put in a shape to be legally available to the tenant, the other party interested. Government has no present intention of raising the rents when the 30 years is over. Few either of the cultivators, or revenue officers of Government, expect that it will raise them even after the 30 years, unless the circumstances of the promise should alter greatly from what they are at present. This expectation is justified by the usual practice of Government under native Princes, as well as under our own rule, still there is a doubt, and European capitalists affect, if they do not feel, a want of security on the subject.

20. If Government were to pass an enactment that the rates fixed on the fields of each village by the Deccan survey, should not be enhanced for 30 years after the survey had been proclaimed in the Government Gazette as completed in any given district, nor after the 30 years unless under authority of an Act of the Legislature, Government would not, by such enactment, bind its own hands at all more strictly than they are now bound by moral considerations, by a regard for consistency, for sound financial policy, and for pledges which, though only expressed to its own officers, and registered in its own records, are now considered by Government itself practically as binding as they could be rendered.

21. If at any future period, by any such change of circumstances as has occurred in Bengal since the perpetual settlements, it were deemed advisable to re-survey and re-assess the Deccan, the necessity for obtaining a legislative enactment, to legalize the measure, would add no practical difficulty to those which would, under any circumstances, beset the commencement of so extensive and costly a measure.

22. But to the tenant, the other party concerned, the additional security given by the legislative enactment would be considered very great. It would put the land assessments, fixed at the expense of so much time and money, under the protection of the legislature. It would no longer be possible to pretend, that the assessments depended in any degree on the will or caprice of any Government official, or set of officials. It may be conceded that the danger does not really exist, unsubstantial as it may be, it is not the less potential in creating a feeling of insecurity, and if the enactment forms, as it would, a substantial barrier against an evil which may be entirely imaginary, it will not be the less useful in giving an additional value to landed property.

23. In urging that our revenue settlements should, as far as possible, be put under the protection of legislative enactment, I trust I have not been guilty of unnecessary digression, for not only would the measure very materially affect the business coming before either a Board, or Commissioner of Revenue, but it would provide other and better machinery for disposing of one section of Revenue business for which at present a Board might be thought better adapted than a single Commissioner.

24. The benefit would be still greater, if the enactments passed from time to time were made to embrace all those points connected with the land assessment which are not distinctly provided for in the general Regulations and acts of Government, and which might become matters of litigation. At present, different Collectors, and different Revenue Commissioners, take different views of the mode in which any given survey and settlement is to be carried out, and their views are often not in accordance with the Law as interpreted by the Civil Courts; confusion, and collision of authority, and injury to the interest of all concerned, is the inevitable result.

Appendix No. 58
Substitution of a Chief Commissioner of Revenue for the Revenue Board.

25. This might be avoided if something like the following course were adopted.

I. As soon as possible after the commencement of such a revision of assessment as is now in progress in the Bombay Presidency, an Act should be passed laying down such general rules as might be apparent were necessary to the general working of such a revised system, irrespective of purely local peculiarities of tenure, &c. This would embody and give force to such rules as are contained in what is called the joint report of Messrs. Goldsmid and Wingate.

On the completion of the survey of each province, another Act might be passed legalizing such further rules as local peculiarities might have shown to be necessary, and embodying such provision as Government might wish to make law with regard to local tenures. Thus when the Collectorates towards the Carnatic were finished, an Act would be passed legalizing the settlement effected of Shetisundee and Jara Enam land. When the Concans were completed, Dharakuree and Khahe rights would be made the subject of legislation. As the division of the Guzerat assessment proceeded Taru, Grus, and Bhagdaree, Talookdaree and Nerwa tenures would be defined and legislated upon at the time when a sifting enquiry and settlement was first completed, and when all very important and debatable points could be disposed of, with a fuller knowledge of the subject, and more distinct view of what was necessary and intended by Government, than could be possible at any other period.

If this course were followed, there would remain but little judicial or quasi-judicial duty of any importance for either Revenue Board or Commissioners to dispose of, and that little would be best done by one man acting independently.

II. It may be said that all important fiscal questions require discussion and deliberation, and the interchange of opinions, and that therefore all would be better disposed of by a Board than by an individual. But in the vast majority of instances the discussion which takes place is between the subordinate local officer and the authority charged with the more general superintendence, and would in practice go on not between the local officer and the Board as a body, but between the local officer and some single member of the Board, or its Secretary, and might be carried on to just the same result if the controlling authority were vested in one man.

The cases must be very rare in which any such question is deliberated by all the members of the Board with a full and intelligent knowledge of the whole discussion, and when such cases do arise they are never of a nature to press for immediate disposal, and it would be quite as easy to discuss them at the periodical meetings of the several single Commissioners which take place every rains, as at weekly meetings of a Board.

III. Boards or similar bodies are doubtless useful in the manner of trustees to prevent particular interests from being affected by sudden changes of opinion. It is safer to entrust the power of making a change in the rates of interests or discount of a Government Bank, or in the price to be fixed on opium passes, or on salt, to a body of men, than to individuals, who are liable to crochets, and who by a slight error of judgment may affect extensive and remote interests. But the work of this kind which can come before a Revenue Board, must be very limited in amount, and could easily be provided for under a system of single and independent Commission.

The utility of a Board in this respect arises from that peculiarity which unfits it for much useful action. A Board is slow to move except for the strongest and clearest reasons, and the same conservative aversion to change which makes it a safe authority to decide the class of questions just referred to, would render the Board all but useless to reform or improve our revenue system, which can at present in but few branches be considered as approaching that perfection which we wish to see stereotyped.

26 The general grounds on which the independent action of single officers is to be preferred to that of a Board are so ably stated in the Minute of the Honorable the Lieutenant Governor of Bengal that it is quite unnecessary here to recapitulate them.

27. I may be allowed however to briefly state the points in which I think the present system in force in this Presidency might be improved.

28. In comparing what little I see from time to time of the work of the Revenue Commissioners of late years with that of the former sole Commissioner, it has often struck me that the utility of the office has been gradually but very perceptibly impaired by the transfer to Government of much of the authority which the sole Commissioner formerly exercised. This may be the inevitable result of the progress of centralization, as well as of other more temporary causes which I need not detail. But the result appears to me not the less undesirable, and means may no doubt be found to restore to the Commissioners, the men who see with their own eyes, and hear with their own ears, that power formerly exercised by the sole Commissioner to correct abuses and introduce improvements, which can rarely be exercised with benefit at second-hand.

29. I believe it to be a very great defect in our system, that there is no itinerant authority possessing a general control over the Police similar to that which the Revenue Commissioners possess over the Collectors, and I can see no reason why the two duties should not be entrusted to the same hands. If the older provinces of the Presidency were parcelled out into three divisions, Guzerat forming one, Candeish with the Northern Concan, Poona and Ahmednugger another, and Southern Concan, Sattara, Sholapoor and Southern Mahratta Country a third—each would then form a division sufficiently compact to enable one energetic man efficiently to superintend both the Revenue and Police duties. Both departments would, I believe, benefit by uniting the superior authority in the same hands, and I know of no argument against it which would not tell equally against the union of Revenue and Magisterial powers in the hands of the Collectors and Magistrates which, notwithstanding objections of much weight is, I believe, in practice found more efficient for good government than any other.

30. I may also here remark that the disuse of the practice of appointing Assistants to the Revenue Commissioner has not only greatly curtailed the power of the officer to enquire into the state of particular districts, or to investigate special points requiring undivided attention, but it has destroyed a school, the manifold advantage of which to the young Revenue Officer, it is not easy to exaggerate.

I have the honor to be, &c.,

(Signed) H. B. E. FRERE,

Commissioner.

2114

Appendix No. 59.
Relative expenses of a residence at Calcutta and at Agra.

FROM

C. ALLEN, ESQ.,

Legislative Councillor for the North Western Provinces.

TO

HENRY RICKETTS, ESQ.,

Commissioner for the revision of Civil Salaries and Establishments throughout India.

DATED FORT WILLIAM, *the 10th February*, 1857.

SIR,

I have the honor to acknowledge the receipt of your letter, No. 704, dated 19th January, requesting my opinion as to the relative expenses of a residence in Calcutta and of a residence at Agra.

House-rent, servants' wages, stable and bazaar expenses are higher in Calcutta than in Agra, while wine and beer, groceries and books, are dearer in Agra than in Calcutta.

Furniture and dress are theoretically dearer in Agra than in Calcutta, but practically they cost more in Calcutta, from its being customary to furnish houses more luxuriously, and for persons to dress more expensively in Calcutta than in Agra.

On the whole, it is my opinion that Calcutta is rather a dearer place to live in than Agra, and if called upon for a more precise opinion, I would estimate it about 5 or 6 per cent. in the higher appointments.

I have the honor to be,

SIR,

Your most obedient servant,

C. ALLEN,

Legislative Councillor.

APPENDIX No. 61

Secretaries to the Board of Revenue in Bengal.

No. 259.

From

The Officiating Secretary to the Board of Revenue, L. P.

To

H. RICKETTS, ESQUIRE,
Commissioner for the revision of Civil Salaries and Establishments throughout India.

DATED FORT WILLIAM, 5*th July*, 1856.

SIR,

1. I am directed to acknowledge the receipt of your letter No. 291, dated 18th ultimo, and, in reply, to observe as follows.

2. The Board are unanimous in thinking that it is not expedient to equalize the salaries of the two secretaries.

3. With a view to secure and, having secured, to retain for a length of time the services of really efficient officers, they think that the salary of the senior Secretary should rise according to his standing in the service from Rs. 30,000 per annum, which it is at present, to Rs. 36,000, and that the salary of the Junior Secretary should, in a like manner, be graduated from Rs. 22,000 per annum as minimum, to Rs. 28,000, with a prospect of succeeding to the higher office when opportunity offered.

4. As no department of the Board's business lies now exclusively in the hands of any single member, they think that the general business of the office should be conducted by both Secretaries in common, the Junior taking up whatever portion of the business the senior Secretary may find it expedient to make over to him. In fact, the Board have resolved that the business of the office shall henceforward be conducted on this principle, in accordance with the discretion allowed to them under the orders of Government No. 682, dated 2nd July, 1852.

5. In determining the question of the salaries of the Secretaries, I am directed to add, that the Board have had careful regard to the considerations set forth in the first paragraph of your letter under acknowledgement.

I have the honor to be,
SIR,
Your most obedient Servant,
E. T. TREVOR.
Officiating Secretary.

PRINTED BY J. THOMAS, BAPTIST MISSION PRESS.

APPENDIX No.

Secretary to the Board of Revenue, North West Provinces.

No. 252 of 1856.

From

W. H. LOWE, Esquire,
Officiating Secretary Sudder Board of Revenue, N. W. P.

To

H. RICKETTS, Esq.
Commissioner for the revision of Civil Salaries and Establishments throughout India.

Dated Agra, the 8*th July*, 1856.

Sir,

1. The Sudder Board of Revenue direct me to acknowledge the receipt of your letter No. 292, dated 18th June.

2. In reply, I am desired to state that the Board are clearly of opinion that the salary of their Secretary ought not to be lower than that of a Magistrate and Collector.

3. The object aimed at is to secure the services of one of the ablest and most experienced Deputy Collectors after an active service of six or eight years, and to hold out sufficient inducements to retain him in the post after he shall have become entitled to promotion to the grade of Magistrate and Collector.

4. While there are some advantages, and an acknowledged distinction, in the appointment, there are likewise drawbacks. The strong personal interest which a Magistrate and Collector takes in the prosperity of his charge, is found to be wanting in the duties of this post. Individual responsibility, involving individual merit and approbation, is missed. The cold weather tours, much prized by most Collectors in these provinces, are longed after. The position is by some minds, and under some circumstances, felt to be less independent.

5. These are reasons which, even when the salary is equal to that of a Magistrate and Collector, will often render the latter appointment the one more sought after.

6. The chief value of the post, indeed, is felt to be the distinction it confers, and the prospects of further promotion which it opens up. But it must be remembered that by lowering the salary, the same class of men, as hitherto, might not be obtained, and the prestige of the appointment as leading to further promotion, might be materially lessened.

7. On these accounts the Board would strongly deprecate any reduction in the salary of their Secretary.

8. A mature experience and an extensive revenue knowledge, as well as more than ordinary ability, are absolutely necessary to render their Secretary of practical use to the Board in the disposal of their business. And in the present constitution of the service, these qualifications would not ordinarily be secured and retained for a lower salary than Rs. 2,000 per mensem.

9. A copy of the orders fixing temporarily the salary of Mr. Hammond at Rs. 1,500 per mensem, is enclosed. The circumstances, it will be observed, are strictly exceptional.

I have, &c.

W. H. LOWE,
Officiating Secretary.

PRINTED BY J. THOMAS, BAPTIST MISSION PRESS.

APPENDIX No 62

Commissioners of Revenue and Police in Bengal.

No. 675.

GENERAL DEPARTMENT.

From

The Secretary to the Government of Bengal.

To

H. RICKETTS, ESQUIRE,

Commissioner for the revision of Civil Salaries and Establishments throughout India.

Dated FORT WILLIAM, *the 23rd October* 1856.

SIR,

I am directed to acknowledge the receipt of your letter No. 563, dated the 11th Instant, giving cover to that portion of your proposed report on the revision of Civil salaries which relates to Commissioners of Revenue and Circuit, and in reply to inform you that the Lieutenant Governor has no particular objection to make to your suggestion for reducing the salaries of the Commissioners to an uniform standard of 32,000 Rupees per annum, if it is to be assumed that a reduction of salaries is necessary.

2. I am at the same time desired to state, that the Lieutenant Governor does not wish it to be understood that he admits the propriety of any such reduction; on the contrary, he believes it will hereafter be found to be a great error.

3. The concluding paragraph of my letter No. 604, dated the 25th ultimo, will have apprised you that the Lieutenant Governor is not prepared to admit the possibility of any reduction in the number of Commissioners in Bengal. You have justly observed that the quantity of business in a Commissionership will depend much on the character of the Commissioner for the time being; but His Honor believes it may be safely averred that no Commissioner can be any thing but a hard working man, if he have a full sense of the responsibilities imposed on him, when he is appointed to superintend, in its details, the Revenue and Police administration of five or six districts, to say nothing of the varied miscellaneous business which devolves on him the local representative of Government.

I have the honor to be, &c.

W. GREY,

Secretary to the Government of Bengal.

212

Appendix No. 63.

Commissioners of Revenue and Police, District Judges, Collectors and Magistrates and Customs Department in the North West Provinces.

No. 1590 *A of* 1856.

JUDICIAL DEPARTMENT.

From

C. B. THORNHILL, Esquire,
Officiating Secretary to Government North West Provinces.

To

HENRY RICKETTS, Esquire,
Commissioner for the revision of Civil salaries and Establishments throughout India.

Dated Head Quarters, Nynee Tal, *6th September* 1856.

Sir,

I am directed to acknowledge the receipt of your letter No. 414, of the 8th ultimo, forwarding, for the purpose of being laid before the Lieutenant Governor, portions of your proposed report having reference to the revision of the offices of Commissioners of Revenue and Police, Civil and Sessions Judges, Collectors and Magistrates, Joint Magistrates and Deputy Collectors, Assistants, and Commissioner and Collectors of Customs in the North West Provinces.

2. The Lieutenant Governor having given his mature attention to your proposals, desires me to state that he considers the scheme of diminished allowances suggested by you* to be generally fair and appropriate as regards the important grade of Magistrate and Collector, with reference to which the adjustment of the allowances of the still higher controlling posts in the administration must be regulated. The Revenue and Police charge of extensive and populous districts is, indeed, an onerous task, and the toil and responsibility of the Magistrates and Collectors, and of other heads of districts with similar powers, throughout these provinces are very serious. The intelligence, the knowledge, and the devotion to duty, which are required for the efficient discharge of such functions under the circumstances of an Indian life, justly call for a liberal scale of remuneration. The evil of carrying retrenchment below the point at which the services of men of trained ability and undoubted honor, could be permanently secured for the care of district administration, would be most lamentable. But the plan which you have framed, though involving a heavy reduction of the emoluments hitherto enjoyed, appears to be as reasonable and suitable as

The three orders of officers will ultimately stand thus.—

*Magistrates. and Collectors.	Judges.	Commissioners.
Rs. 17,000	Rs. 24,000	Rs. 32,000 with travelling allowance of Rupees 10 per diem for 5 months.
„ 20,000	„ 27,000	
„ 23,000		
Average. Rs. 20,526	Average Rs. 25,000	Rs. 33,500.

could be desired, when the financial position of the country is held to have rendered some degree of revision of former allowances indispensable.

3. For the next higher office, that of Civil and Sessions Judge, you propose two grades, the superior of which would receive an annual salary of Rupees 27,000, and the lower Rs. 24,000, which would only exceed that of the proposed highest grade of Magistrate and Collector by Rupees 1,000 per annum.

4. The Lieutenant Governor would desire to see a greater difference established between the two offices of Magistrate and Collector, and Judge, and would on that account, and with reference to the recommendation which follows regarding the office of Commissioner of a Division, wish to substitute allowances of Rupees 25,000 and 28,000 respectively, for the two grades of district Judges.

5. In the view of the Lieutenant Governor, the Commissioner of Revenue and Police ought to be an officer selected solely on the ground of special merit and energy, and should be placed in a position of clearly recognized prominence and influence. He represents the Government in the direction of every branch of executive administration throughout the extensive territory which he controls. The Lieutenant Governor is in confidential communication with him, constantly seeks the aid of his local knowledge and advice, and looks to his co-operation and supervision for carrying out the views of the Government, and for maintaining the respect and authority due to it in the transaction of all affairs, and under every emergency which may arise.

6. For an office of this peculiar importance, the Lieutenant Governor thinks it essential that a salary should be assigned decidedly higher than that which is given to a zillah Judge, and he would therefore earnestly urge that the allowances of a Commissioner be not lowered below at least Rupees 32,000 a year, with the addition which you recommend for travelling charges.

7. Your classification of the districts in these provinces, according to the amount of labor and responsibility imposed upon the different Sessions Judges and Magistrates and Collectors, appears to the Lieutenant Governor to be open to considerable discussion, but as the strict accuracy of this classification is not essential to the settlement of the general question of salaries in grades, it is not necessary to remark upon it in this communication.

8. Adverting to your remark regarding the degree to which the responsibility of the Collector of a district may be thought to be diminished by the completion of the settlement, in which you liken the duties of the settlement officer to those of a Judge presiding at a trial, and those of a Collector in a settled district to the minor responsibility of a sheriff who merely executes an order, the Lieutenant Governor must state that, as regard, at least these provinces, this comparison must, in his judgment, be characterized as dangerously erroneous and delusive. The labors of a Collector, under this Government, are in truth but little diminished by the formation of the settlement, for to superintend with accuracy and justice its subsequent working, and to maintain and enforce the multiform and complicated rights and responsibilities established by it, is a daily task requiring qualifications and assiduity not less than those demanded for the formation of the settlement itself. Any determination of the fitting amount and proportion of salaries which might proceed upon a contrary supposition, would be of fatal bad consequence.

9. The Lieutenant Governor is happy to observe that you have not pressed your suggestions for the abolition of the appointment of Commissioner of Customs. He strongly retains the opinion previously expressed by him, and quoted in your remarks, that the superintendence of this important and growing branch of revenue imperatively requires the continued control of an able and energetic officer, charged with it as his exclusive duty.

Appendix No. 3.

Commissioners of Revenue and Police, District Judges Collectors and Magistrates and Customs Department in the North West Provinces.

10. Indeed, so decided is the opinion of the Lieutenant Governor upon this point, that he must strongly deprecate the reduction you propose in the salary of the Commissioner to the low rate of Rupees 25,000, which would be below that of a Zillah Judge of the first Class.

11. The duty is a special one, of no great prominence in the public view, and not affording opportunities of earning a high place in the general administration; yet it involves great single responsibilities, and calls for much exercise of combined judgment and active exertion, and a capacity for the consideration of large questions of financial policy. The officers (Mr. G. Campbell and Mr. Vansittart) who have been successively placed by the Lieutenant Governor in the charge of this Commissionership, have been chosen for their known ability, and the emolument attached to it should be such as to enable the Government to obtain for it the willing service of the officer who may, at the time, be thought the most available and qualified for it, below the grade of Commissioner of Revenue and police of a Division.

12. The recommendation of the Lieutenant Governor is, that the reduction of the salary of this office should certainly not be carried below that recently effected, to its present amount of Rupees 30,000 per annum.

13. The scheme noticed in your Memorandum of abolishing the long extended Customs Line under this Government, which is no doubt a very serious inconvenience to the country through which it passes, by the substitution of treaties with the native states in whose territories salt is produced, is an important and interesting one; but the Lieutenant Governor cannot, upon any information in his possession, see reasonable prospect of success in endeavours to obtain the consent of the native Governments to the surrender of their salt tracts to the management of British Officers.

14. The enclosures of your letter will be separately returned in a few days.

I have the honor to be, &c.

(Signed) C. B. THORNHILL,

Officiating Secretary to Government North West Provinces.

216.

Appendix No. 64.
Commissioners, Deputy Commissioners and Assistant Commissioners of the Punjab.

No. 1802.

FROM

R. TEMPLE, ESQ.,

Secretary to the Chief Commissioner, Punjab.

To

H. RICKETTS, ESQ.,

Commissioner for the revision of Civil Salaries and Establishments throughout India.

DATED LAHORE, *2nd September* 1856.

SIR,

I am directed to acknowledge your letter No. 445 of the 9th August, transmitting for the Chief Commissioner's perusal, your draft proposal for adjustment of salaries of covenanted and commissioned officers in the civil services of the North West Provinces and Punjab, and to offer the Chief Commissioner's observations as follows. *General.*

2. In respect to the gradation system, the Chief Commissioner fully concurs in all the arguments urged by you in its favor. It is doubtless true that the Government has a right to expect energy and industry from its officers; it may also be thought that the service does not stand in need of especial rewards, as incitements to secure zealous and faithful performance: nevertheless, there does, in the Chief Commissioner's opinion, arise the question, as to whether what may be called the *uniform* system, (as it may be styled in contradistinction to the gradation system) does ensure such a degree of vigour and assiduity as would be obtained under the gradation system ? The Chief Commissioner apprehends that, however good the service generally may be, there must be some officers who would be disinclined, and some who would be unable, to render such service as might be desired. For these the lower grades would be appropriate. Whereas, if there be no variation in the scale, they must be on a par with officers superior to them. On the other hand, the Chief Commissioner is happy to believe that, however good the general average may be, there will always be found officers of distinguished merit and ability. For these, the gradation system gives opportunities of obtaining rewards, which would not otherwise exist. This is doubtless the cardinal argument for the system of gradations. Possibly the system might occasionally engender dissatisfaction, and suspicion of the motives of the Government ; but this objection is not material, and it were superfluous to add that no system can be free from some drawback or other. And such drawback is trivial as compared with the grand object of stimulating effort and emulation, under a system which facilitates the rewarding of merit, in a manner patent to the majority of observers. Even the means, which the system offers, of awarding penalties short of loss of appointment, appear to the Chief Commissioner to be worthy of consideration. The Chief Commissioner trusts that cases of even secondary culpability will always be rare ; but he fears that cases must be anticipated, in which an officer may fall into habits of indolence, and become a most incapable administrator, without there being such facts and evidence as would warrant deprivation of appointment. Having caused serious injury to one district, such an officer can only be transferred to another, where (under the uniform system) he would receive the same pay as before. Whereas, if the transfer involved loss of allowances, an appreciable penalty would be imposed, and a real example to the others would be held out.

218.

Appendix No. 64.
Commissioners, Deputy Commissioners and Assistant Commissioners of the Punjab.

2

3. In reference to this part of the subject, there only remains the point, as to whether the grades should be personal or local ; this point is however subordinate to the main object of establishing the gradation system. For other parts of India where districts may have, irrespective of work, tolerably equal advantages in other respects, it may be of less consequence, whether the grades are personal or local. But experience and reflection have convinced the Chief Commissioner, that, in the Punjab, the grades *ought* to be local, on account of the agreeable and disagreeable peculiarities of districts, as previously explained in my letter of the 1st July No. 1405. There are many districts for which good officers are needed, but cannot be retained, because the said stations are extremely undesirable for residence. The better the officer, the more difficult to retain him there. But the case is altered, if every wild or insalubrious district were better paid than others ; then the good officer stationed there would feel that he enjoyed pecuniary advantage in enhanced ratio, proportionable to the discomforts he suffers. Unless some rule of this kind were laid down, the Chief Commissioner fears that endeavors would be made by officers to obtain the good salaries, without enduring the counterbalancing disadvantages ; that is, without going to the bad districts. The Government might, to a certain extent, be fettered by the rule ; but, on the other hand, it might be freed from embarrassing solicitations, by pointing to the rule. Though losing some latitude of discretion, the Government would have ample power left to it ; and the existence of such a rule might place the just exercise of its patronage above suspicion ; and the absence of such suspicion is a source of strength to the Government, just as the existence of it may raise that kind of public obloquy which is a source of weakness.

5. Furthermore, it may be observed that the local system of grades would not necessitate a deserving officer being, for the sake of his promotion, posted to an arduous district, beyond his powers of managing, because, inasmuch as high salaries would be allotted to disagreeable districts as well as to difficult ones, it would only be necessary to post him to an easy though disagreeable district, in order that he might draw the extra pay.

6. In regard to Commissioners of divisions, the Chief Commissioner observes that, on the whole, the work of the Punjab Commissioners is fully equal to the work of the Bengal or North West Provinces Commissioners. By your scheme the Punjab Commissioners will remain as they are, apparently. The Chief Commissioner apprehends that they should not receive less than their present salary under any circumstances, but rather that they should be raised to whatever scale be allowed to the Bengal and North West Provinces Commissioners. When their allowances were fixed at annexation, Rupees 30,000 were allotted as pay, and Rupees 3,000 as consolidated travelling allowance to be granted all the year round and to cover expenses of marching. The above arrangement seems still to be appropriate, but, if an allowance were to be granted for the period of actual travelling, then all periods should be reckoned while the Commissioner may be actually on the move, and may be keeping up marching establishment, and *not* while he may be absent from his head quarters. Otherwise the rule would operate so as to give the Commissioners with head quarters in the hills, an advantage over Commissioners with head quarters in the plains.

7. It has been justly remarked that one Commissioner will manage his charge with a less amount of correspondence than another. But still, in practice, the Chief Commissioner has observed that superior supervision and scrutiny (such as is essential to effective administration) does generally tend to enhance correspondence. And in the Punjab the business becomes excessive in populous and wealthy localities.

8. As regards the grant of an additional Commissioner for the Punjab, the absolute necessity, which exists for the reduction of the size of the two overgrown divisions of Cis Sutlej States and Lahore, would seem conclusively to point to the course of creating a third division from out of the above two, with a separate Commissioner. There is now no valid objection to the separation of Ferozepoor from the Cis Sutlej States, while there are many arguments in favor of that measure ; and the Chief Commissioner would beg to express a

Appendix No. 64. 249.
Commissioner's Deputy Commissioners and Assistant Commissioners of the Punjab

most decided preference for a *separate* Commissioner, over a subordinate Commissioner. Even if the new Commissioner's salary were fixed at a lower scale than that of the other Commissioners, still the Chief Commissioner would advocate the measure, though, of course, he would desire that the new Commissioner should be paid at the same rate as the others. The essence of the Punjab civil system consists mainly in the exercise of plenary control by the Commissioner, in all departments. With him should rest the credit of success and the responsibility of failure. His charge must be of such reasonable size, that he can manage it in the above manner. It is a decided advantage to the people, that the Commissioner's jurisdiction should be of moderate extent. They have less distance to travel to the appellate court. If a superior and subordinate Commissioner reside at the same station, these advantages are lost; but, if they reside at different stations, then the joint control ceases to exist. The subordinate Commissioner being separate, had better be made separate *and independent* at once. On this subject, however, I am directed to append copy of my letter* recently addressed to the Supreme Government, which will place you in full possession of the Chief Commissioner's views.

9. In regard to the Deputy Commissioners, the Chief Commissioner would himself desire that these officers should receive the same salaries as Magistrates and Collectors. At the same time he considers that the scale proposed by you, as compared with existing allowances, will be accepted as a boon with gratitude.

10. In connexion with this subject, there is one point, on which I am to offer some special remarks, as follows. It is desirable that the district officer should be entrusted with the making of the regular settlement of his district, whenever he may be able and willing to undertake the task. The Chief Commissioner would therefore strongly advocate that the Deputy Commissioner, when so employed, receive an extra allowance on this account. Such an allowance would of course be much below the allowance which would be paid to a separate officer. The work of the settlement would be much better done, for the district officer has local advantages of great preponderance, in this respect, over a separate settlement officer. And the extra allowance would be the just remuneration of an officer who, in addition to his district duties, undertook the settlement, a duty demanding qualifications of a high order. Several Deputy Commissioners have been thus employed in the Punjab. In the North Western Provinces several Collectors were thus employed, with great advantage, from 1837 to 1842. But some did not feel equal to the extra task, and very often separate settlement officers were appointed. But the latter arrangement, however necessary it may often be, is not to be preferred. The separate settlement officer must often, from his position, work against time to a certain extent, and the consequence is that some parts of the work are not so well elaborated as they would be, if leisurely performed by the Deputy Commissioner, who has no need for haste. *Cæteris paribus*, a deputy Commissioner has a better chance of making a good settlement, than a separate settlement officer. The Deputy Commissioner may have greater local knowledge and influence. He has ampler means of controlling his subordinates, and of preventing a large and special department from becoming oppressive to the people; he can afford to proceed deliberately; and, above all, he will generally be on the spot afterwards, to see that the settlement works well. To secure all these great advantages, it would be good policy to grant an extra allowance to the district officer or Collector for the extra work.

11. Further, I am to offer a few observations on the policy of locating officers in the interior of districts, as well as in the central stations. In many districts of the Punjab, the Chief Commissioner believes that this measure is absolutely essential to the success of the administration, and that, in several others, its introduction would lead to much improvement. From the nature of the country, the area of many districts is very expansive and wide spread, and moreover the important places and points within a district, are often far dis-

* No. 562 dated 8th August, 1856.

Appendix No. 64.
Commissioners, Deputy Commissioners and Assistant Commissioners of the Punjab.

tant from each other. Hence arises the necessity in question. On this topic, I am instructed to append copy of my letter* addressed to the Secretary to Government, urging the necessity of the measure in the Rawul Pindee district, and specifying the districts in which it has been beneficially introduced already. Wherever a district contains any really important place, at a considerable distance from the sudder station, an assistant, detached from the sudder station, should be located there. The Chief Commissioner feels persuaded that, if the people were consulted, they would raise their voices for the measure. Where a district of the plains may have a hill district, the measure becomes inevitable. It may be thought that this measure may become the less necessary as the powers of the Tahseeldars are increased. But such increase of power is one great reason why these useful functionaries should be controlled. It may be, in the Chief Commissioner's opinion, laid down as an axiom that the efficiency of the administration will vary in direct ratio with the proximity of European control. In large sized districts, such proximity cannot be ensured without the location of an officer in the interior. It is only in compact districts that this measure can be dispensed with.

12. I am to add, before passing on to another branch of the subject, that the averages for the districts, as calculated in your draft, do not quite accord with the averages as calculated here. The requisite correction has been made in red ink.

13. As regards Assistant Commissioners, the Chief Commissioner concurs in the propriety of raising the salaries of the first and second classes to the scale proposed by you. The Chief Commissioner also considers that it would be desirable to fix the salaries of Assistants at Rupees 400 on first joining, with a prospect of increase to Rupees 500 after passing the examination.

14. In your draft however I am to observe that the *entire* number of Assistants nominally borne on our books, whether present or absent, effective or non-effective, have been calculated ; whereas it would appear that the *sanctioned scale only should be calculated.* There are always some 15 or 20 temporary supernumeraries, to supply the places of those who are absent on leave, or on detached duty, and the pay of supernumeraries is defrayed from the deductions, made under operation of the Rules, from the salaries of absentees.

15. It now only remains to reply to paras. 2 and 3 of your letter under acknowledgment. In reference thereto, I am to state that the Chief Commissioner would not desire to alter existing orders regarding appeals, nor to fetter the discretion of the Commissioner in this respect. The Chief Commissioner considers that the right of appeal should exist in full force, at least during the present stage of the administration in the Punjab. But the Commissioners are not bound to enter into every case in which an appeal is laid. They can either call for the proceedings, or they can read the appeal and the copy of order appealed against, and decide thereon, rejecting the appeal. And, in practice, the Commissioners do not unfrequently avail themselves of the option of summary rejection.

I have the honor to be,

SIR,

Your most obedient servant,

R. TEMPLE,

Secy. to the Chief Commissioner, Punjab.

* No. 525 dated 26th July, 1856.

Appendix No. 64.
Commissioners, Deputy Commissioners and Assistant Commissioners of the Punjab

No. 1644.

No. 562.

FROM

R. TEMPLE, ESQ.,

Secretary to the Chief Commissioner, Punjab.

To

G. F. EDMONSTONE, ESQ.

Secretary to the Government of India, Foreign Department,

FORT WILLIAM.

DATED LAHORE, 8*th August*, 1856.

SIR,

I am directed to solicit the re-consideration of the Supreme Government to the proposal made by the Chief Commissioner in 1854 for the appointment of an additional Commissioner to relieve the overgrown and overburdened Commissionerships of Lahore and the Cis Sutlej States, and to urge the following reasons which have induced the Chief Commissioner to again draw attention to the subject. Indeed if it were not that the Chief Commissioner entertains a conviction that the interests of the Government and of the people are really and truly suffering from the want of the measure now advocated, and from the manner in which the work must unavoidably be performed, the Chief Commissioner would not venture to re-submit a proposal which had been previously negatived. *General.*

2. By paras. 15 to 19 of my letter No. 687 of 1st August 1854, the great preponderance (both as regards extent, peculiarity, and variety) of the judicial, of the administrative and of the miscellaneous, work in the Lahore division, as compared with the other divisions of the Punjab, excepting Cis Sutlej States, and with the divisions in the North Western Provinces, was demonstrated. It was consequently proposed to relieve the Lahore divisions of two districts, and the Cis Sutlej States of one, and to erect the three districts into an additional Commissionership. Further, by my letter No. 836 of the 22nd September of the same year, it was shown that the Commissioner of Lahore could not be materially aided in the work of supervision by the appointment of a personal Assistant, and that the division could not be properly diminished by transferring one of its districts to one or other of the contiguous divisions, in short that no feasible arrangement presented itself for the relief of the Lahore division, except the one already recommended.

3. The Chief Commissioner would not again trouble the Supreme Government with a reference on the matter were it not that the progress of affairs is rendering the previous considerations more and more urgent. The experience of the two years which have elapsed since the first reference, has not only shown that the Lahore Commissioner is more overworked than ever, and that the public interests suffer in consequence, but also that the business of the Cis Sutlej States, is increasing in a similar ratio, and that this division also in regard to business, is acquiring, if indeed it have not already acquired, a preponderance over other divisions equal to that of Lahore.

4. The following figures will show the relative magnitude of the Lahore and Cis Sutlej work over that of the other divisions for the two last years, 1854 and 1855.

Appendix No. 64.

Commissioners, Deputy Commissioners and Assistant Commissioners of the Punjab.

6

DIVISIONS.	YEARS.	REVENUE. No. of Cases disposed of by			JUDICIAL. No. of Cases disposed of by			TOTAL REVENUE AND JUDICIAL. No. of Cases disposed of by		
		Commissioners.	District Officers.	Total.	Commissioners.	District Officers.	Total.	Commissioners.	District Officers.	Total.
Lahore.....	1854	*1,684	22,962	24,646	*1,751	29,808	31,559	*3,435	52,770	56,205
	1855	*1,553	30,261	31,814	*1,666	28,902	30,568	*3,219	59,163	62,382
Cis Sutlej....	1854	*1,961	28,700	30,661	*1,476	17,957	19,433	*3,437	46,657	50,094
	1855	*1,916	35,015	36,931	*1,832	18,782	20,614	*3,748	53,797	57,545
Trans Sutlej..	1854	383	15,095	15,478	730	14,646	15,376	1,113	29,741	30,854
	1855	451	15,142	15,593	717	14,396	15,113	1,168	29,538	30,706
Jhelum.....	1854	249	13,938	14,187	511	10,275	10,786	760	24,213	24,973
	1855	216	12,599	12,815	491	11,397	11,888	707	23,996	24,703
Mooltan.....	1854	193	6,568	6,761	653	11,171	11,824	846	17,739	25,819
	1855	165	5,962	6,127	840	9,788	10,628	1,005	15,750	25,708
Leia....	1854	61	11,493	11,554	443	16,203	16,646	504	27,696	28,200
	1855	67	14,305	14,372	403	14,538	14,941	470	28,843	29,313
Peshawur....	1854	76	4,243	4,319	365	4,970	5,335	441	9,213	9,654
	1855	52	7,172	7,224	436	5,814	6,250	488	12,986	13,474

* Includes Miscellaneous cases.

The above statistics are exclusive of the mass of miscellaneous business which is proportionably just as heavy in Lahore and Cis Sutlej States over that of the other divisions, as the judicial work, and also exclusive of the political work: in the Cis Sutlej States which though lighter than formerly, is still considerable. Moreover if the work of Lahore and Cis Sutlej divisions be considered not only relatively, but also absolutely, its amount will appear enormous. From the annexed statement it will be seen that these two divisions contain an area of more than a million and a quarter of acres, or nineteen thousand square miles (exclusive of the areas of independent states under political control) a population of 574 millions of souls, and pay a revenue to Government of 75 lakhs or ¾ million £ sterling. Again, let the work devolving on each of the Commissioners of Lahore, and the Cis Sutlej States be considered. In the year 1855 the number of suits, sessions trials, and appeals which came before the Commissioner of Lahore amounted to 3,219, and those before the Commissioner Cis Sutlej States, to 3,748. From this is obtained an average of 10 cases for the Lahore Commissioner, and more than 11 cases for the Cis Sutlej Commissioner per diem, all the year round, Sundays excepted. This amount of judicial work consisting not of petty or ordinary cases, but chiefly of grave and difficult matters, would be considered heavy if not excessive for any judge in any country. But in point of fact this judicial work constitutes hardly more than half a Commissioner's duties. He has a large English correspondence. The Commissioner of Lahore issues 6,228 letters, and receives 5,458 in a year, and the Commissioner of Cis Sutlej States issues 5,148 letters, and receives 3,969. The Commissioner has also a mass of rent free tenures to dispose of, and the miscellaneous business. He has also all the branches of the civil administration to supervise. Furthermore, from the experience of the current year 1856, it seems probable that the work will still further increase, and the numbers of appeals will certainly rise according as the Assistant Commissioners pass the higher standard examination, thereby causing appeals from their orders to lie to the Commissioner instead of the Deputy Commissioner. In this manner the appellate business of the Cis Sutlej States doubled within the last year.

5. The Chief Commissioner would submit that many of the most important duties of the officers thus overburdened, are such as require time and leisure for reflection. A Com-

missioner plays a prominent part in the administration. On his zeal and ability, on his diligence and experience, the success and efficiency of the civil Government, must in a great degree depend. A good and able Commissioner imparts a tone to all the officers, and all the departments subordinate to him. He restrains the impatient and head strong, reproves the wilful, cheers the hardworking and timid, and instructs the inexperienced. But to do this effectually he must have some breathing time, some respite from pressure of current business to look around him, and to organize plans of improvement. If however the Commissioner have not the leisure and opportunity for managing his division properly, he may contrive to manage it in a secondary manner. He may prevent the administration from being brought to a dead lock; but arrears may silently cumulate and important interests may suffer without prominent notice being excited; or he may prevent arrears from accumulating, but then the work itself may be sacrificed by being performed in a hasty and slovenly manner; or, with some dexterity, the work may be passed over and avoided. But, if the Commissioner cannot manage his division in even a secondary manner, he will prove unequal to the charge; and then the whole administration is perceptibly deteriorated. The proper standard ceases to be maintained by the officers below him, and the officers above him are harassed by receiving reports incomplete and ill digested, or by receiving them too late. In this manner the work of the Commissioner may indirectly devolve on the Financial and Judicial Commissioners, and even upon the Chief Commissioner himself, or perhaps again the overtaxed Commissioner will effectively supervise those branches for which he has an aptitude, and comparatively neglect those branches which he least likes, or on which he is less informed. For instance in the Lahore division, for the last two years the fiscal administration, and the working of the settlement have suffered from the want of the Commissioner's supervision. Again, during the same period, the district of Thanessur was not visited by the Commissioner, and the criminal and police administration of that district fell into an unsatisfactory state.

6. Now the Chief Commissioner believes that, from their undue dimensions, the Lahore division, and the Cis Sutlej States are exposed to the risk of being administered in the second rate or third rate fashions above described. That they have been hitherto preserved from deterioration, is fortunate, and must be attributable to the individual capacity of the Commissioners themselves; and the Chief Commissioner looks back with pride and pleasure upon the services of the officers who have presided over those divisions. But personal eminence cannot be always secured or calculated upon. After the experience of the past, the Chief Commissioner is of course far from affirming that officers might not occasionally be found, who would be fully equal to the duties of these Commissionerships; but he has no hesitation in declaring his conviction that such officers must ever be rare. At this present time, the Lahore division has been vacant for months; and the Chief Commissioner is still unable to name for the consideration of Government, an officer who is both available at the present time and really competent for the duty. There is no officer combining both these requisites now in the Punjab, and three officers, not in the Punjab, whose names the Chief Commissioner wished to submit to Government, have each successively declined the post. If the third Commissionership were allowed, and the arduousness of the present charge were thus diminished, the difficulty of selection would be proportionately less. And it is to be remembered that the difficulty of selection is enhanced because these Commissionerships, though most onerous and important, are less highly paid than the Commissionerships in the North Western Provinces; and that no officer whose standing and qualifications might entitle him to a Commissionership in those Provinces within a reasonable time, would accept one in the Punjab.

7. Again, in support of the present proposal, the Chief Commissioner would confidently invite comparison between the supervising staff for these two divisions, and that allowed for the North Western Provinces, and the newly annexed Territory of Oudh. Such a comparison was partially instituted in para. 17 of my letter No. 687 of the 1st August 1855. It may now further be urged that in the North Western Provinces there are six Commis-

sioners and twenty Judges to thirty-one districts, exclusive of Non-regulation provinces, whereby is obtained an average of one controlling and supervising authority to 1¼ district, to 2,771 square miles, to 1,164,303 persons, and to Rupees 15,63,631 of revenue. Now, in the Lahore and Cis Sutlej divisions there is one controlling and supervising authority to five districts, to 9,859 square miles, to 2,870,402 persons and to Rupees 37,59,173 of Government revenue exclusive of jageers and of political jurisdiction. The disproportion between the supervising officers in these two divisions and the North Western Provinces seems very great. In the latter the supervision is more than twice as much as in the former. But even if the two divisions should, as the Chief Commissioner proposes, be subdivided into three, *still* there would be *less* supervision than in the North Western Provinces, for then even, there would be one supervising authority to 3⅓ district, to 6,572 square miles, to 19,13,601 persons, to Rupees 25,06,115 of revenue. Again, in the Oudh territory, which, as regards size and extent, does not exceed these two divisions, being alone 24,000 square miles in area, there are four Commissioners allowed to twelve districts, or one supervising authority to three districts.

8. The Chief Commissioner trusts that my letter No. 836 of the 22nd September 1855, will have proved that the appointment of a personal assistant to the Lahore Commissioner will not adequately meet the requirements of the case, and that to transfer a district from the Lahore Commissionership to one of the adjoining Commissionerships will not be practicable. A personal assistant is now allowed to the Lahore Commissioner; but this officer though, of course, he relieves the Commissioner of some mere routine work, can render but little or no aid in the cardinal work of judicial and administrative supervision, which is too heavy for the Commissioner. If indeed the personal assistant were to perform any business of the latter description, the work would be performed in an inferior style. Should the third Commissionership be sanctioned, then the personal assistant might, of course, be dispensed with. Then as regards the transfer of one of the Lahore districts, I am to urge, in addition to what was advanced in September 1855, that the only two divisions to which such district could possibly be transferred would be the Trans Sutlej States and Jhelum division. Now the Trans Sutlej States division already taxes fully all the Commissioner's energies; the last incumbent Mr. M.P. Edgeworth, according to medical accounts was broken down by over work, and nearly lost his life from a serious illness. In the Jhelum division the Commissioner, Mr. Edward Thornton, one of the most able and experienced officers in the civil service, has repeatedly assured the Chief Commissioner that he is obliged to labour continuously for ten hours a day. There may not be the same pressure of business in the frontier division, but there much of the work demands peculiar qualities and special attention; the same amount of business is not to be expected there as in the more civilized divisions.

9. The cost of the additional Commissionership was shown, in para. 19 of my letter No. 667 of the 1st August 1855, to amount to Rupees 45,000 per annum; but against that amount there was in the same para. placed an offset of Rupees 24,000 a saving that might be effected by fixing the salary of an Assistant Commissioner on first joining at Rupees 400 instead of Rs. 500. This deducted, there would be left only Rs. 21,000. Or again, the additional Commissioner might be allowed on a salary of Rupees 2,000 per mensem instead of the usual Rupees 2,750 calculated in the aggregate of Rupees 45,000. The Chief Commissioner would not himself recommend the salary being fixed at this sum, and would much prefer that the same salary should be allowed for the extra Commissioner as for the other Commissioners. But such an arrangement might be practicable, and, at all events a Commissioner on a lower salary would be much better than no Commissioner at all. In this case, an officer of less than the usual standing of Commissioners would have to be appointed. The difference between Rupees 2,750, and Rupees 2,000 per mensem would be Rupees 9,000 per annum. This deducted from Rupees 45,000 would leave Rupees 36,000 or from Rupees 21,000 would leave Rupees 12,000 per annum. The latter item of expenditure seems almost nominal when compared with the solid advantages to be secured; and the small cost would be covered over and over again, the Chief Commissioner believes, by the improvement of the fiscal administration.

GAL SECRET

10. Lastly, the Chief Commissioner would appeal to the knowledge which he ventures to believe that the Government possess of his unceasing desire to economize the public resources, and of the improbability of his recommending any additional expense that could possibly be avoided. He has always striven to limit expenditure, and, probably, at this time, there is no civil administration to be found more economical than that of the Punjab. At annexation the Chief Commissioner had the honor of suggesting to the Supreme Government the limits of the divisions as they now exist. They were proposed on the most economical principle, and the divisions were fewer than the Government had anticipated; but, in submitting those suggestions, the Chief Commissioner indulged the hope that, should additional machinery hereafter be found necessary, the Government would not withhold it. In regard to the Lahore and Cis Sutlej divisions this necessity has arisen. It may appear paradoxical, but the fact is that, as the country settles down and increases in wealth and civilization, the business becomes heavier. In the first instance, a mass of work has to be disposed of in the rough; the ordinary business is carried on summarily. After a time, the rough work is cleared off, and then the ordinary business demands a degree of elaboration entailing labor greater than that which had been exerted at first.

11. I am now in conclusion to point out the distribution of the districts as they would stand, if the Supreme Government should be pleased to accede to the recommendation of the Chief Commissioner, as set forth in the foregoing paras.

Four Districts.	*Three Districts.*	*Three Districts.*
Umballa Division.	Lahore Division.	Sealkote Division.
Umballa.	Lahore.	Sealkote.
Simla.	Umritsur.	Goordaspore.
Loodianah.	Ferozepore.	Goojeranwala.
Thanessur.		

By the above arrangement the Cis Sutlej States would be somewhat the largest of the three divisions, but this excess would be compensated for by the advantage which the Commissioner would possess in residing at Kussowlee in the hills, during the greater part of the hot season.

I have, &c.,
(Signed) R. TEMPLE,
Secretary.

CHIEF COMMISSIONER'S OFFICE,
LAHORE, *the 8th August*, 1856.

No. 525.

No. 1583.

FROM

R. TEMPLE, ESQ.,
Secretary to the Chief Commissioner Punjab.

To

G. F. EDMONSTONE, ESQ.,
Secretary to the Government of India Foreign Department.

FORT WILLIAM,
DATED LAHORE, *26th July*, 1856.

SIR,

In reference to the correspondence *marginally noted regarding the location of an Assistant at Attock, I am directed to submit copies of a letter No. 180 of the 10th current from the Judicial Commissioner, and of a letter No. 165 of the 4th idem from the Commissioner of Jhelum, and to submit the following remarks. *General.*

* No. 562, dated 30th July 1855 to Government.
No. 549, dated 17th Sept. 1855 from Government.

2. During the past year the Chief Commissioner proposed to locate an Assistant at Attock, but the Supreme Government replied that, though the proposal might under ordinary circumstances have been acceded to, yet, at that particular time, the advantages contemplated were hardly commensurate with the expense of the measure. It is now however shown by the police authorities that crime is increasing on the road between Rawul Pindee and Attock, and that at certain points heinous crime is being perpetrated with something

approaching to impunity, for which evils the location of an Assistant at Attock is, by these authorities, considered the most appropriate and feasible remedy. Under these circumstances, the Chief Commissioner is inclined to believe that the Government may now be induced to consider that sufficient cause is shown for this measure, to which he would venture to solicit reconsideration.

3. In addition to what was stated in my letter No. 1244 of 26th June 1855 to the Commissioner of Jhelum, (submitted with my letter No. 562 of 30th July), I am now further to urge the Chief Commissioner's conviction that until this arrangement shall take effect, the police management in the tracts between Hussun, Abdal, and Attock, and on the left bank of the Indus, will not be reduced to a satisfactory condition. These tracts are still wild and uncivilized, although the Grand Trunk Road passes through them. That important road is in this vicinity flanked by hills of Huzara. The Chuch valley, between the well known Gundgurh hill and the Indus, is in this immediate neighbourhood. Its inhabitants are Puthans, sympathizing with the fiercer Puthans of the frontier, and connected by trade and social intercourse with Swat. Again, south of the great road, the country is rugged and even hilly; the people are rude, and as yet only half subjected to a civilized Government. Under Sikh rule, this section of the road was notoriously unsafe for travellers, and could be securely traversed only by large armed parties moving in a mass. The passage is now of course comparatively safe; but still crimes occur which mar the effect of our police arrangements, and perpeptuate a state of things which happily is rare on the highways of this province. But, if these crimes shall continue to be perpetrated without detection, they may increase in numbers, and become difficult to suppress. For such suppression an active European officer stationed at Attock would have great opportunities, and indeed a wide field of usefulness would be open to him. Commanding the Indus, and situate between Peshawur and Rawul Pindee, though considerably distant from both, being 40 miles from the former, and 70 from the latter, Attock has always been ranked a post of first-rate importance and now the state of the police force attracts attention to the expediency of having European supervision on the spot.

5. The advantages therefore anticipated by the Chief Commissioner from this arrangement are very appreciable, and he indulges a hope that the expense will not be deemed considerable. It would only amount to Rupees 216 per mensem, permanently, as shown in my letter of the 30th July 1855, and some small outlay, in the first instance, for the erection of a Kutcherry. An improved organization of the police in that neighbourhood would be cheaply purchased at this price.

6. The Chief Commissioner also trusts that the consideration pointed out in the 3rd para. of the Government letter of the 15th October regarding the principle of locating Assistants in the interior of large districts, may not be held to bar the arrangement proposed. Already this principle has been largely carried out in the Punjab, and the Chief Commissioner believes with beneficial results. There is a separate Assistant at Kussoor in the Lahore district, at Pind Dadun Khan in the Jhelum district, at Derah Ismael Khan in the Bunnoo district, at Mithunkote in the Derah Ghazee Khan district, at Eusufzye in the Peshawur district. As good cause is now, the Chief Commissioner hopes, shown for the measure in the case of Attock as in any of the above cases. Indeed, in all these cases, the inhabitants are relieved (by being saved the trouble of travelling to a distance), and the control over the subordinate establishment is strengthened through the presence of the separate European officer; and the Chief Commissioner believes that in no other manner can the administration of expensive districts be conducted efficiently at a moderate cost, and that, if the officers thus located are frequently changed and ordinarily supervised, the plan will be found to work satisfactorily.

I have, &c.,

LAHORE, 26th July, 1856.

(Signed) R. TEMPLE,
Secretary to the Chief Commissioner.

(True copies.)
J. J. THORPE,
Offg. Superintendent.

Board of Revenue and Commissioners of Revenue Madras. Appendix No. 65. 224.

REVENUE DEPARTMENT.

No. 1354.

Extract from the Minutes of Consultation, under date the 24th December 1857.

Read the following Report from the Commissioner for the Revision of Civil Salaries and Establishments.

(Here enter No. 1 on the subject of Board of Revenue.)

1. The subjects now discussed by the Commissioner have, in the last two or three years, been more than once under the consideration of Government, and the question of substituting Commissioners of Revenue residing in the Provinces, for a Board of Revenue located at the Presidency, was fully considered in 1855, on a reference made by the Government of India, on occasion of a proposition by the Lieutenant Governor of Bengal, to abolish the Board of that Presidency.

2. The Madras Board of Revenue was consulted, as well as some of the more experienced Collectors, and this Government finally reported in favor of the retention of the Board, and against the employment of Commissioners. Although the discussion is of very recent date, the question, now probably to be definitely settled, is of such importance to the welfare of this Presidency, that the Government will, in disposing of the Report now under review, again record the opinion formerly expressed by themselves and the Board of Revenue.

Para. 2. 3. Mr. Ricketts commences his Report by quoting from a letter addressed to Government by the Board, when the discussion above referred to was going on, in which they briefly recapitulated the duties which devolved upon them, he then gives a statement of the extent of country subject to the Board's superintendence, the number of persons paying revenue direct *Para. 3.* to the Collector, the number of letters sent and received by the Board in the three years 1854-5 and 6, and the number of petitions they disposed of. The average number was 3,502, and on this fact alone Mr. Ricketts is content to rest the question of the utility of the Board,—he declares against it, asserts that *Para. 4.* the immense distance keeps petitioners away, and that a ryot would suffer much loss rather than bring up a grievance from Ganjam or Tinnevelly, and lay it in person before the Board of Revenue.

4. The Government cannot but consider that this is an overdrawn conclusion, and that its adoption would lead to inferences by which the Commissioner would not be prepared to stand. The Government find by a reference to their own office, that the average number of petitions addressed to them in the three years selected by Mr. Ricketts was 3072,* and that in all Departments, while the Board are addressed of course only on those matters over which they peculiarly preside. If it be true that distance keeps petitioners from addressing the Board of Revenue, and that on this account alone it is expedient to abolish the Board, and substitute local Commissioners, it would be a fair inference that the same fact keeps petitioners from the Government, that a similar remedy should be applied, and that a central paramount authority is useless.

* *Year*	*No. of Petitions.*
1854...	...2990
1855	2140
1856	...3237
	9217
Average...	...3072

5. But the Government are of opinion that the Commissioner has misconceived the subject of petitioning, and that on no ground will the facts stated bear out his conclusions. A ryot gains no advantage by presenting his petition in person, that he would not gain by transmitting it by post, no case is, or ought to be, decided by the Board exparte, and whether the representations they receive are made to them in person or by post, they must equally be sent to the Collector for report or explanation, and it is only after thus hearing both sides of the question, that the Board can pass a decision. As therefore the ryot would gain no object by presenting his petition in person, it does not seem expedient to make a violent change in the system of administration, on the sole ground of affording him facilities, which, when attained, would be of no value.

6. But even granting that the Commissioner's conclusions were correct, that distance keeps petitions from the Board, it does not appear to the Government that the change advocated by Mr. Ricketts would materially mend the matter. With six divisions as proposed, Coimbatore, Malabar, and Canara, would probably form one Commissionership, the Commissioner's Head Quarters would be on the Neilgherries, from which the North of Canara is distant 350 miles. Guntoor would probably be in the same division as Madras, from which it is distant more than 250 miles, and Tanjore, Madura, and Tinnevelly, would be under a chief, who, residing in Tanjore, would be about 220 miles from Tinnevelly.

Commr., para. 5.

7. The Commissioner has said that "to his mind the number of petitions received and disposed of by the Board is conclusive against its usefulness, the immense distance keeps Petitioners away." The Government on the other hand are of opinion that the evil is imaginary and not real, that every needful facility is afforded by the post, which is open to all alike, and that even were the proposed change made, distances would be still so great, that for all practical purposes, the ryot would be in the same position as now.

Para. 4.

8. But facts are more conclusive than arguments, and the Government have, obtained information from the Board of Revenue which effectually negatives the Commissioner's conclusions.

9. In the first quarter of the present year there were presented to the Board of Revenue 1,202 petitions, of which 418 were delivered in person, but while 40 were thus received from the most Southern District of Tinnevelly, only 15 were delivered from the nearer District of Madura, and only 14 from the still nearer Province of Trichinopoly. From Tanjore 30 petitions were personally delivered, and only 26 from the nearer District of South Arcot; from Cuddapah there were 30, and only 11 from Salem; from the distant Province of Rajahmundry there were 16; from Masulipatam, which is nearer, there were 6, and only 5 from Bellary. From Cuddapah, there were 30 petitions presented in person, and only 38 sent by Post, while from the much nearer District of South Arcot 81 were sent by Post to only 26 presented in person. Madura sent 78 post petitions and 15 personal petitions, while from Tinnevelly, a more distant District, there were 40 personal applications to only 73 sent by Post. Circumstances, and the character of the people, no doubt influence the number of Petitions, but the Government think that in the face of what is stated above, it cannot be said that the complaints of the ryots are regulated by their distance from the Board.

10. The Commissioner then proceeds to refer to a letter addressed to Government by the Board of Revenue on the 25th of January 1855, in reply to a reference made to them regarding a despatch from the Honorable Court dated the 23rd of August 1854, enquiring whether efficient management would be promoted by the introduction of Commissioners of Revenue and Police, and, having quoted the opinions then expressed by the Board, and which were fully adopted by Government, he remarks that "the Madras Government did not attempt to shew that the "system of Commissioners was in any respect unsuited to the state of "affairs in the Madras Districts, or that there was any such difference in the Revenue and Police "arrangements of the two Presidencies, as to make it probable that, a system which has succeeded in Bengal and the North West Provinces, should fail at Madras," "the Government "merely," Mr. Ricketts says, "represented that in their opinion the appointment of Revenue "Commissioners holding an intermediate position between the Board and the Collectors, was not "required, and would be productive of no advantages commensurate with the cost."

Paras. 5 to 8.

Para. 9.

11. On this the Government must remark that Mr. Ricketts' arguments would transpose the right order of things. In the abstract, change is itself an evil, and the Government must maintain that they were right in rejecting the proposed alteration of system, when in their opinion it was not required, that the onus of proof lay with those who advocated change, and not with those who opposed it. When change is proposed, it is not required of those who oppose it to prove the negative and to shew that it will fail of producing good, change being in itself an evil, should be introduced only when it is needed, and it is probable that good will result; in the case in question, this Government were convinced that the proposed change was not required, and it was sufficient for them to state that opinion.

12. This Government are of opinion that, as a general rule, changes in the system of Government are much to be deprecated in India. In by far the greater part of our possessions there are many people living, whose memory reaches back to a time anterior to our acquisition of the country, and all know by tradition that the British dominion has given the land the first rest it has enjoyed throughout successive centuries. In a political point of view it is very highly desirable that a confidence in the stability of our institutions, and even of one system of administration, should be felt by the people generally, and that their ignorance on general subjects, should not be allowed to lead them to confuse such changes as we may introduce for the supposed improvement of our administration, with the vacillation which, every where by hearsay, and in great measure by personal experience, they know to have been constant under their own unsettled Governments. India wants repose, and after centuries of anarchy and change, even our oldest possessions are not yet in a state fit for experiment and innovation.

13. In the next paragraph of his Report the Commissioner begs the whole question at issue; he says it is unnecessary to argue that the superintendence of a local Commissioner must be more efficient than that of a Board sitting five or six hundred miles off, "and that not to introduce into "Madras a system which all admit has been tried with uniform success in Bengal, the North "West Provinces, the Punjab, and Burmah, is to throw away experience, and to persevere with "an inefficient old plan, when a superior new plan, tried and approved, is available."

Para. 10.

14. To these observations there is more than one reply. The Government deny, in the first place, that because India is now all under the British Government, it is, as regards all detail of administration, to be considered as one country, and all and every part of it to be treated precisely the same; the character, the habits, and the feelings of the inhabitants of different parts of India, have not become in the smallest degree assimilated from being subject to one Government, and to argue that because a particular system suits the North West Provinces, therefore it must suit Southern India, is to adopt a principle which has not yet been admitted in any part of the world. In Great Britain even this precise similarity is not apparent, the law of Scotland differs from that of England; banking is conducted upon different principles in the two countries, each principle being sanctioned by the law, while Ireland is under a local administration that differs from that of either England or Scotland. As regards the Universal admission of the success of the system which the Commissioner would now introduce into this Presidency, the Government are of opinion that their assent has been claimed at rather an unfortunate time; a contrast, at the present moment, of the state of Bengal and the North West Provinces of Madras, certainly does not lead His Lordship in Council to the belief that the internal economy of the two former Presidencies is superior to that of the latter. Without stopping now to discuss the causes of the rebellion, it is at all events manifest that it was organized throughout Bengal, and that for months before its outbreak its probability was known to thousands, without the local officers, with all the advantages that Mr. Ricketts claims for small districts, local supervision, and facility of approach by the people, having the slightest knowledge of what was going on around them. The Government cannot but consider that this fact shews the inutility of Commissioners far more clearly than the number of petitions received by the Madras Board of Revenue shews the inutility of the Board.

15. But more than this, making every allowance for the Military character in which the revolt at first shewed itself, its continuance has been marked by scenes of outrage and lawless disregard of authority by the population generally, which certainly do not tend to shew that they were subject to a better local administration than the people of Southern India, where hitherto not a single act of violence has been committed, and every thing has continued to run in its accustomed course.

16. Neither can the Government give their assent to what the Commissioner next asserts. He considers that the territory under this Government is in a state in which efficiency of individual control is essentially necessary, because the revenue system is to be entirely remodelled, and the whole territory settled for a long period of years, because the state of the Police is admitted to be unsatisfactory, and because, under such circumstances, individual responsibility has never failed of success, difficulties which have puzzled Boards and paralysed Governments, have, Mr. Ricketts says, been overcome by individuals armed with suitable powers.

Para. 11.

Para. 11.

17. Now first, the Government will observe that, setting as high a value as the Commissoner can do on the value of individual control, they are of opinion that the introduction of local Commissioners of Revenue and Police would most effectually diminish the power and authority, and consequently the individual control, of those officers on whom the Government must rely for an able administration of affairs. With an appellate authority in his immediate neighbourhood, a Collector would cease to be looked up to as the representative of Government in his District; his authority would be diminished, his power would be lessened, and his individual control would be lost. Secondly, the Government would notice that the Commissioner has overestimated the extent of the revenue changes impending in Madras when he says that "the system is to be entirely remodelled, "and the whole territory to be settled for a term of years." A survey and reassessment of the land, which is what is at present contemplated, by no means necessitates an entire change of system, it implies that the land is unequally, and probably too highly assessed, and that the absence of correct measurement leads to extensive fraud, but a remodelling of the revenue system is a wholly different question, and one which hitherto the Government have not entered upon. So also Mr. Ricketts has apparently not clearly understood the intentions of Government, when he says that "the whole territory is to be settled for a period of years." The Government have no intention of assessing the villages, and of making over their total area for a fixed term of years, all that they propose is to assess every field, and to declare the assessment fixed for a certain period; but the revenue will continue, as at present, to rise and fall, with the extension or diminution of cultivation and annual settlements, on the principle of the ryotwar system, will continue. Thirdly, the Government question if the Commissioner has quite correctly exemplified the value of individual control, in instancing in its support, that what "has "puzzled Boards and paralysed Governments, has been easily ac- "complished by individuals armed with suitable powers." It has, the Government believe, been the want "of suitable powers" that has puzzled Boards and Governments, and it has been because individuals have been provided with new and extraordinary power to meet difficulties for which the ordinary law was insufficient, that they have usually met with success. The very fact that these new powers could only be given by Government, is in itself sufficient to shew, that it was not want of vigor, or knowledge, or power of control, that "paralysed the Government."

Para. 11.

Para. 11.

18. In paragraph 13 the Commissioner again assumes that, because a peculiar system is said to have answered in the country subject to the Governments of Bengal and the North West Provinces, it must, ipso facto, be peculiarly adapted to Madras. The Government have already questioned the soundness of this doctrine, and it was denied in a marked manner by Sir Thomas Munro, whose authority on Indian matters will now hardly be questioned. "Let each Presi- "dency practise the course best adapted to promote improvement in its own territory. Do not "suppose that one way will answer for all, and that Madras, Calcutta, and Bombay, places "1,000 miles from each other, must be in every thing so much alike, as to require, in every "thing, exactly the same rules of internal administration on every point. By this means a spirit "of emulation will be kept alive, and each may know from the other every improvement "which may be suited to the circumstances of its own Provinces. If there is only one "system, or if one Presidency is to be the model of the rest, it will have no other standard to "compare its own with, and when it falls into vice it will, instead of correcting it by the ex- "ample of others, communicate it to them."

19. The Commissioner says that the wants of Madras are a survey and settlement, adjustment of claims to enams, and the cure of abuses which "the "authorities admit exists to an alarming degree throughout the "Revenue administration." To what authorities the Commissioner refers in this last clause the Government do not know, but they must deny that they have ever felt any "alarm" in consequence of the abuses which no doubt exist in the Revenue system. A survey, and an adjustment of claims to enams, can, the Government believe, be carried out far better under one central Board, having unity of purpose and action, than under six separate Commissioners, each with his own views, and regarding the "Settlement" of the country to which Mr. Ricketts refers, it has been before explained that he has not been fully informed. In the same paragraph the Commissioner remarks that it is 1000 miles from Cape Comorin to Ganjam, and that efficient superintendence is "impossible, from such a distance;" the Board of Revenue

Para. 13.

is however not placed at either extreme, but between the two places, so that the evil of distance is not nearly so great as from the Commissioner's Report might be supposed. "Six-sevenths of the "country, says the Commissioner, is managed Ryotwar, which is to say, that six-sevenths of the "agricultural population must, whether they desire it or no, have dealings direct with the Col-"lector," and on this it is argued that it is essential that parties should be able to obtain redress on the spot. If the original assumption be incorrect, however, the deduction from it fails, and in this case Mr. Ricketts has not correctly described the Ryotwar system of management. Under that system no single individual need "have dealings direct with the Collector," or even see him during his whole life time unless he pleases; the annual settlement is made personally with those, and those only, who wish to enlarge or restrict their cultivation, and as long as any ryot is content to hold his farm unchanged in extent, he need never leave his village, or trouble himself about the Collector. In the volume lately published of the Land Revenue Reports for Fusly 1264, it is shewn at page 337, that in Coimbatore, out of 51,310 puttahs, as many as 46,040 remained unaltered from the previous year. The Government consider it important that the question now under discussion should be settled on its real merits, and that changes, which they consider to be fraught with mischief, should not be forced on the Government from a misconception of the Madras Revenue system.

20. As regards the remarks made by the Commissioner in the 14th paragraph of his Report, that as tenures in Madras differ in different Districts, Commissioners over four or five Districts would prevent attempts at impracticable uniformity as well as needless diversity of practice, it is only necessary to observe that it needs no innovation over established system to attain those desirable ends; impracticable uniformity has not been attempted by the Board of Revenue, nor has diversity of practice been introduced, the extinction of the Board is not therefore essential to ensure, in these respects, the continuance of a conservative system. Mr. Ricketts is of opinion that the employment of Commissioners is indispensable to the satisfactory working of the survey and assessment, an Officer at the Presidency may, he thinks, lay down principles of action, but the assistance and direction of an officer vested with such power as a Commissioner of Revenue ought to have, are, in his opinion, necessary to ensure success. In this matter also the Government fail to see that Mr. Ricketts has put forth any argument on which to base the change he recommends; the Board of Revenue are at the Presidency to lay down those principles of action which he justly considers necessary, and the Superintendent of Revenue Settlements, will have precisely those local powers of superintendence, which he properly believes to be required.

6th February 1857, *No*, 3.

As regards the Enam enquiries to which the Commissioner next refers, the Government have only to say that they have submitted to the Honorable Court the measures which they would propose to adopt, and have only now to await their orders.

21. After shewing that the changes he proposes of a Chief Commissioner for the Board of Revenue, and the establishment of six local Commissioners, would entail an additional expense of 99,900 Rupees per annum, with some additional charge for office Servants, the Commissioner says that he would recommend the change, even if he did not anticipate that it would lead to increased resources, as he "considers the "system now existing at Madras, a disgrace to the administration."

Para. 19.

This unusually strong expression appears to be grounded on Mr. Ricketts' opinion that work is demanded from Collectors which they cannot perform, that Sheristadars are entertained to advise the Collectors when they want, not advice, but leisure, that Tahsildars are underpaid, that the annual settlement is virtually made by Curnums unworthy of trust, and that Collectors are uncontrolled. Now, admitting for the moment that all these evils exist, the Government cannot see how any one of them, excepting the last, would be even mitigated by the substitution of Commissioners for a Board; the change would certainly not lessen the duties of Collectors, and by occasioning more frequent appeals from their orders would in all probability increase them; whatever need they now have of the assistance of Sheristadars, would not be removed by the abolition of the Board of Revenue, and the proposed change would not of itself better the position of Tahsildars, nor make Curnums more worthy of trust. As regards the control exercised over Collectors, it may be an open question whether they would be more effectually controlled by Commissioners, but that they would be more efficiently controlled this Government must certainly deny, indeed it is their opinion that, constant and

ever present control, would be an enormous evil. In India it is the possessor of power and authority that alone commands respect, the constant presence of a superior authority would, by diminishing the Collector's authority, at once lessen the people's respect, and, with the Asiatic, where respect ceases, obedience ceases too.

22. The Government have now adverted to all the arguments adduced by the Commissioner in support of his views as unfolded in this first Section of his Report on the Revenue branch of the service of this Presidency, and they will conclude their remarks by recapitulating, as briefly as they can, the opinions they have already, on former occasions, recorded upon this subject.

23. And first as regards one Chief Commissioner of Revenue in place of a central Board, it was argued that the Board was an institution familiar to the people, and that change was to be deprecated unless its advantages were undoubted ; that a Board possessed stability, consistency, and comprehensiveness of view, which would be wanting in an office filled by a single individual, the views emanating from which would change as the individual who filled it changed ; that although more prompt action was to be expected from a single officer, more deliberation was to be expected in a Board, and for the duty of superintending the revenues of the country, careful deliberation was more desirable than prompt action ; that a Board, comprising men of varied experience, can compare the institutions of many Provinces, and select that which is best, while the limited experience of a single officer would lead him to enforce that system only with which he was best acquainted; that while the experience of a single officer dies with him, the experience of a Board is lasting ; that a Board has more weight and more independence than an individual, its decisions would be accepted while an individual's would be appealed from, and in event of a discussion with the Government, its opinions on proposed measures could be more freely stated ; and finally, that it would always be difficult, and sometimes impossible, to find in a single officer, the combination of ability, readiness, judgment, health, local knowledge, and experience, necessary for the successful performance of the task of regulating the financial affairs of so many Provinces, almost all under a different Revenue system.

24. But independent of what is briefly stated above, the Government were of opinion that the present was a peculiarly infelicitous time for the introduction of any such change as was contemplated in the superintending authority of the revenues of this Presidency. Under the orders of the Honorable Court, the Government were engaged in the introduction of measures of general improvement on a very extensive scale, and they were of opinion that great embarrassment and confusion would result, from which it would require many years to extricate affairs, if the proposed alteration were enforced. At the time referred to, the Government recommended that a fourth Member should be added to the Board of Revenue, in order that, whenever necessary, local enquiries might be held by the deputation of one Member to the Provinces. Since, however, the discontinuance of the Commissioner in the Northern Circars has enabled the 1st Member to return to the Board, and a Superintendent of Settlements has been appointed, this addition to its Members does not appear so necessary, and the Government would not be understood as now pressing for the measure.

25. On this point the Government will only now add, that further consideration has only tended to strengthen their convictions that a single Chief Commissioner of Revenue, in substitution for a Board of Revenue, is wholly unsuited to the circumstances of this Presidency. There are not two of the Provinces in which the revenue system is the same, the Ceded Districts perhaps approximate more nearly than others, but there are differences even between Bellary and Cuddapah. The Ooloongoo system followed in Tinnevelly is, in many important particulars, different from that followed in Tanjore, and the system in both Districts has not a feature in common with the Ryotwar of the Ceded Provinces, with the village rents of part of the Northern Circars, or with the practice which obtains in any other District in the Presidency. Malabar and Canara are again distinct from all. Under these circumstances the Government would be to the last degree unwilling to forego the advantages they derive from the collective experience of a Board, and to feel themselves dependent on the advice of a single officer, whose practical experience could not have been gained in a third of the twenty Districts, whose varied systems of administration he would be called upon to control.

26. The great proportion of the means of the Government which is in India derived from the land, makes it most important that the administration of the Revenues should be conducted

with deliberation and care, and this is particularly the case in Madras, where the land revenue not having been permanently settled, the Government are not precluded from introducing any new measures that may be calculated to improve the condition of the people, and increase the resources of the State. What those measures should be, how, and when, they should be introduced, and what would be their probable result, would certainly receive more careful and mature consideration in a Board, than at the hands of a single individual, more minds and a more extended experience would be brought to bear upon them, questions would be put in a light in which they had not hitherto been viewed, and the policy of the proposed measures would be brought to the test of argument ; time would no doubt be occupied, but if expended on the deliberation that would prevent rash innovation, it would be time well spent.

27. As regards the introduction of Commissioners between the Collector and the Board, or the Chief Commissioner of Revenue as Mr. Ricketts has proposed, the Government decided against the measure mainly on the following grounds, that the expense would be very great, that the constant presence of an officer possessing powers, and holding a position, superior to the Collector, would greatly weaken his authority as the representative of Government and chief executive authority in his District, that correspondence would be greatly multiplied, and business greatly delayed, and that the Presidency would need at least six local Commissioners, whose individual jurisdiction would thus extend over about 28,000 square miles, making not much more practicable than at present, that strict personal control which the supporters of the scheme desire to see introduced.

28. To these views the Government adhere, they consider it very essential, and they believe that every day's experience shews it to be so, that the authority of their local officers should be strengthened rather than decreased. A single English Gentleman, unaided by force, and unsupported by troops, exercises government over a million and a half of people in consequence only of opinion, and of that respect for all who wield the authority of the State which has, for centuries, been a principle in the minds of Eastern nations. This reverence for authority the Government believe it to be most politic to encourage, and they believe also that nothing would tend more to its annihilation, as regards the most important office of Collector, than to place an officer in the Provinces to superintend and control his acts, to receive appeals from his orders, to reverse his judgments, and to call him to account on the complaint of every dissatisfied suitor.

29. It was Sir Thomas Munro's opinion that "the separation of power had already low-"ered the European authority, it has already," he says, "perhaps in some degree created "and will continue to spread gradually among the Natives, a spirit of independence, but "springing less from confidence in themselves, than from an abated respect for the British Go-"vernment. While we endeavour to diffuse European knowledge among the Hindoos, and give "just notions of the benefits of good Government, we must be cautious that we do not, by too "great a division of power, weaken their reverence for our authority, and encourage them to "resist it." "In India there are no great civil societies to come forward and aid the Govern-"ment in times of difficulty, it has nothing to support it but its own character, and the autho-"rity with which it is invested."

(A True Extract.)

(Signed) H. FORBES,
Acting Secretary to Government.

APPENDIX No. 66.

District Judges of Bengal.

No. 1879.

From

The Secretary to the Government of Bengal,

To

H. RICKETTS, Esquire,
Commissioner for the revision of Civil salaries and Establishments throughout India.

Dated Fort William, *the* 19*th December* 1856.

Sir,

I am now directed to reply to that portion of your proposed report to the Supreme Government, inclosed in your letter No. 573, dated the 17th of October last, which relates to the Judges of Bengal.

2. The Lieutenant Governor desires me to remark that the position of a Zillah Judge will necessarily be as it now is, the highest to which the majority of the service will ever rise. At present, it is considered difficult for an honest and hard working officer with a family, to realize a moderate competency on which to retire at the end of a life's service, and a reduction in the Judge's salary will make such a competency almost impossible. His Honor, therefore, strongly deprecates the reduction proposed. He would retain the Judge's salary at Rupees 30,000 per annum, giving to six of them (selected) Rupees 36,000. This, I am to observe, was Lord Dalhousie's plan, and, in His Honor's opinion, was a very wise one.

I have the honor to be, &c.

(Signed) W. GREY,
Secretary to the Government of Bengal.

230

District Judges and Subordinate Judges of Madras. 234.

JUDICIAL DEPARTMENT.

No. 1542.

To

H. RICKETTS, Esq.,

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

SIR,

I have the honor to acknowledge the receipt of your Report on the District Judges and Subordinate Judges of Madras, and am instructed to offer the following remarks on the subject.

2. All the twenty District Judges at present receive a salary of Rupees 28,000 per annum, and you propose dividing them into 2 classes, placing nine in the first with salaries of Rupees 28,000, and eleven in the second with salaries of Rupees 25,000 per annum, in accordance with the arrangement which you have proposed for the North West Provinces, Bengal and Bombay. The nine Districts which possess Subordinate Judges have been selected for the superior class.

3. If this arrangement is approved of for the other Presidencies, this Government will not wish to oppose its introduction here, though in their opinion, the present system of placing all the salaries on an equality has advantages, by preventing one cause for the Judges desiring a change, and making them feel settled in their Courts until promotion takes them to the Sudr Udalut at the Presidency.

4. Having thus expressed its opinion on the proposed alteration of salary, the Government deems it advisable to notice briefly two points adverted to by you.

5. At page 2 you remark, "it might be supposed that in a country, (Malabar) six-sevenths of which was under a ryotwarry system, there could be but little business in the Civil Courts connected with land, but such is not the case." This observation shews, that the ryotwarry system is not understood, and it is important that no judicial arrangements should be made on mistaken principles or data. I am, therefore, desired to point out, that instead of any expectation that suits connected with land, will be few under a ryotwary system, a contrary result must be looked for wherever that system is carried out in its integrity, and the land tax is moderate. The ryotwarry system establishes absolute right in the soil, and leads to transfers by mortgage, sale and gift of valuable land and to the relations of landlord and tenant, so that frequent litigation is to be looked for under it, and this is found now in the Provinces of Malabar and Canara.

6. Secondly you remark, that your proposals regarding the salaries of District Judges will alter the relative positions of the Judicial and Executive Officers. "Hitherto," you observe, "in the Madras Presidency the salaries of Judges and Collectors have been equal, I now propose to reduce the salary of a Collector to Rupees 23,000 and 20,000 per annum, while the salaries of the Judges will be 28,000 and 25,000. Whatever it may have been hitherto, under the new Code of Procedure, the Judge will be in a position in every point of view superior to the Magistrate and Collector, and there seems to be no reason for perpetuating in the Madras Presidency, a system opposed to the organisation approved at the other Presidencies."

7. This very important subject will be treated of when considering the salaries proposed for Collectors and Magistrates, and Government desire it to be clearly understood, that in offering no objections to your proposed arrangements regarding the salaries of District Judges, which are to be left nearly on their old footing, they, confine themselves to the simple question of what is a fitting remuneration for the duties of a District Judge. So far from admitting that the Judicial Officer ought to be superior to the Executive, they would view the introduction of such a change of system with reluctance and apprehension. To the oriental mind the Officer who carries on the Revenue, Magisterial and general public duties of a Province, is its ruler and the direct representative of the Government. In accordance with his position so is his authority and power of usefulness, and the respect in which the Government is held, and it can therefore never be safe to lower him to a secondary rank.

8. In support of the change which you recommend, you remark that "there appears "no reason for perpetuating in the Madras Presidency, a system opposed to the organisation ap- "proved at the other Presidencies." Government would assent to this argument if the system followed elsewhere had been clearly found superior in its practical working. But the recent course of events does not induce them to prefer the system of Bengal and the North West Provinces, to that under which the Madras Districts have passed tranquilly through the late crisis,

or make them wish to act upon ideas which though suited to European civilization are ill-understood in the East, and consequently lead to weakness and confusion. In Madras, most Collectorates until lately, were much superior to Judgeships in point of salary, and though latterly the remuneration of both offices has been equalised, the prestige which attached to the office of Collector and Magistrate remains, and that Officer is looked up to as the acknowledged head of his District and the representative of the Government. The tranquillity and right administration of the Province depend mainly on him, he is looked to on all emergencies as wielding the powers of the State, and with such responsibilities and duties, it is considered unjust to remunerate him lower than the District Judge. The impolicy of such a step, in placing the direct representative of Government in a subordinate position has been already alluded to.

9. With respect to Subordinate Judges you propose no alteration of salary, but recommend that they may be abolished and their places supplied by Principal Sudr Ameens. The question, therefore, ceases to be one exclusively of salary, and becomes connected with the re-organisation of the Judicial Department.

10. In support of your recommendation you remark, "that the Members of the Government do not say that the Courts of the Subordinates Judges are necessary to the performance "of the business of the country. Their continuance is advocated solely on the grounds that "without them there would be no means of training Officers to Judicial functions. When the "new Code of Procedure shall come into operation, these Officers will of course be dispensed "with. Such a school for training will not be allowed at Madras and disallowed elsewhere."

11. But it is observed, that Her Majesty's Commissioners expressed themselves prepared to retain the Subordinate Judges, should the Government of Madras consider the measure advisable, and its members cannot take on themselves the responsibility of recommending their abolition. In their view the question is not whether the Civil Service of Madras is to have any advantage in legal training, but what system or arrangement is best adapted for the Judicial business of the Empire.

12. It is presumed, that the District Judges are still to be supplied from a Covenanted service, as educated gentlemen with the requisite knowledge of the Native languages and the customs and laws of the people could seldom be found elsewhere to fill vacancies. This being the case, it appears of essential importance to give a portion of the service a legal training, so that they may not be unprepared when called upon to preside over a Civil and Session Court, and Government see no more advisable arrangement for this purpose than retaining the Subordinate Judges.

13. If your argument is entitled to weight that Subordinate Judges are not absolutely necessary, because the business of the Subordinate Courts can be accomplished through another agency, it would equally follow, that Covenanted Subordinates ought to be dispensed with in other Departments also. But when Government consider that heads of offices must possess peculiar knowledge and experience for the effective discharge of their duties, and that this knowledge can only be acquired by a long and practical training amidst the people, they cannot perceive, how subordinate appointments for the Covenanted service are to be done away with. Neither are they prepared to admit that this practical training is the only advantage to be gained by having Subordinate Judges. It appears to them a public advantage, that the important duties which devolve on the Subordinate Courts should be discharged, in the more onerous districts by officers of superior education and standing, and they would hesitate, in the position of India, to make so large a substitution of Native agency, as that which you recommend for European Officers of education and complete trustworthiness. Some persons of European descent would doubtlessly be found to fill the office of Principal Sudr Ameen, but Natives would have principally to be employed.

14. It is to be borne in recollection, that under the Judicial system now in force, no criminal case can reach a Session Judge for trial, except through the Subordinate Court. This makes it advisable, that the Judicial establishment should contain some Subordinate Judges, whom the local Government can employ either temporarily or permanently, in Districts where their services are found requisite. Government would also be unable without this class of Officers, to make any arrangements for separating a portion of the Civil service for Judicial duties, according to the plan which has been much advocated, since the grade of District Judge is only reached late in a Civilian's career.

15. It only remains to notice, the plan which you propose for qualifying young Civilians for the office of District Judge. You observe that one of the Assistant Collectors in each District, and in some Districts two Assistants will be at Head Quarters, and you propose that they should act as Assistants to the Judge as well as to the Collector, trying small suits, and undertaking some of the ordinary ministerial duties of the Court. The Government must doubt whether such a plan of serving under two superiors could work harmoniously, but at all events it could only tend in their opinion to supply the want which is now felt of some introduction to the duties of a Subordinate Judgeship. They must consider that so brief a training at the immediate outset of a Civilian's career, and one which would reach a few servants only and that by hazard, is not sufficient to produce the requisite number of qualified Judges. Government consider that for the present at all events, in the peculiar circumstances of the Indian services, this end must be looked for, by establishing grades of Judicial offices, with duties rising in importance and responsibility, as is done for a similar end in other Departments.

I have the honor to be,

Sir,

Your most obedient Servant,

(Signed) T. PYCROFT,
Chief Secretary.

Fort Saint George,
24th November 1857.

Exd. F. Cartledge.

APPENDIX No. 68.

District Judges of Bombay.

No. 640.

TERRL. DEPT. REV.

To

H. RICKETTS, ESQUIRE,

Commissioner for the revision of Civil salaries and establishments throughout India.

Bombay Castle, 17th February 1858.

SIR,

I AM directed to forward herewith, a copy of the minutes as per margin, recorded by the members of this Government on your report relative to the salaries of Judges and Assistant Judges under this Presidency.

Minute by the Hon'ble Mr. Reeves, dated the 3rd February 1858.
Minute by the Right Hon'ble the Governor, dated the 15th February 1858.
Minute by the Hon'ble Mr. Malet, dated the 16th February 1858.

I have the honor to be,

SIR,

Your most obedient Servant,

H. YOUNG,

Chief Secretary to Government.

APPENDIX No. 69.

District Judges of Bombay.

MINUTE BY THE HON'BLE MR. REEVES.

In this report Mr. Ricketts disposes of the question of the salaries of Judges, and Assistant Judges.

2. In determining the salaries of Judges, he takes up the contested question of the relative importance of the Collector and Magistrate and the Judge, and in commenting on a letter from the Judges of the Sudder Adawlut on this subject, he thus expresses himself:—"If the two branches "are to be kept distinct, the Judges see no reason why the district Judges "and the Collectors should not receive even pay, but I do not find in the "Court's letter any thing to warrant departure in Bombay from the princi-"ple acted upon in other quarters, that the Judicial office should be placed "in a regulation district above the Executive. The superiority of the Court "must be confirmed by the, in this country, unmistakeable proof of admitted "priority of place, enjoyment of a higher scale of salary." It is however difficult to attach too much weight to the evidence of the Judges of the highest Judicial court of Bombay to the superior importance of the Collector and Magistrate in the eyes of the people of this country.

"Hitherto," say the Judges, "the Collector has been looked upon, and the Judges believe justly, as equal to the Zillah Judge," and they very clearly show to Mr. Ricketts that the subordination, on which he lays so much stress, of the Collector to the Judge, has ever been merely nominal. Mr. Ricketts lays it down that the Collector and Magistrate is the Judge's subordinate in the eyes of the people, and then says this subordination must be confirmed by adjusting the salaries accordingly; but the Sudder Adawlut tells him that in the eyes of the people these officers have always been, and they consider justly, considered equal and co-ordinate, the former being much the more popular of the two. This appears to me very strong warrant for leaving the offices *in statu quo* in this Presidency.

3. In a minute on Collectors and Magistrates, I have assigned my reasons for considering that those officers should continue, as heretofore co-ordinate with Judges, and I will now content myself with observing that these two offices, together with all others, should be estimated and paid, not according to English notions, but in accordance with facts. The office of Judge ought not to be raised in the item of salary to a rank higher than will be allowed it by the natives of this country, or than it deserves when its duties and responsibilities are fairly contrasted with those of the Collector and Magistrate. In one single department only of his numerous duties is the Collector and Magistrate *now* subordinate to the Judge, in all the others

he is completely independent of him, while his responsibilities in the revenue, in accounts, and treasury, and in political questions, though different in kind, are fully equal to those of the Judge. In common with every body else the Judge is dependent on the Magistrate for security, and in times of disturbance, the Magistrate, as matter of course, takes precedence. The natives of the districts see this unmistakeably, and all the pay in the world will not raise the importance of the Judge above the Collector and Magistrate, whose numerous and varied duties invest him, in their eyes, with an interest that will not be ignored, because his pay is reduced.

4. I can only hope that the change of opinion to which Mr. Ricketts alludes in regard to the relative importance of these offices, and which I was not aware of, may be short-lived. Recent events will give it its death-blow if any thing will.

5. Mr. Ricketts recommends that Session Judges should be empowered to hear and dispose of appeals from Magistrates in Criminal cases. Under the existing law, the Session Judge cannot review a Magistrate's decision, except on special grounds, which must be reported to the Sudder Foujdarec Adawlut, and to me this appears a provision both wise and sufficient. The two offices being really co ordinate in importance, and filled by men of equal ability, and of little difference in point of experience, I regard it as unwise to increase the powers of one of them in the manner proposed. But I have another objection to which weight may be attached, and it is this, that Mr. Ricketts' measure will be productive of disunion between the Judge and Collector—even the limited interference of the Session Judge is now sometimes submitted to with impatience, and dispute between the two departments occasionally arises. I am of opinion that this measure will convert every out-station into a scene of squabbling between the Collector and Judge, a result greatly to be deprecated, as calculated to lower the offices as well as the British character in the estimation of the native spectators, who will both enjoy and foment dispute.

6. The Court of appeal from the decisions of a Magistrate should be composed of men of much more advanced experience than himself. A Court of appeal is never so just and true, nor so little calculated to create bad feeling, as when it is out of sight, and wholly unconnected with personal feeling and local squabbling. I therefore very much prefer existing arrangements.

7. I see no reason why the Session Judges of this Presidency should not exercise the same powers as those of the North-Western Provinces, and Bengal.

APPENDIX No. 69.

District Judges of Bombay.

8. I concur in the opinion expressed by the Judges of the Sudder Adawlut, that there is no necessity for interfering with the Civil and Criminal powers of the Judicial officers at Broach, Kaira, and Rutnageery, as the existing system is reported to be working well. Mr. Ricketts' proposal is to give the Assistant Judge the full civil and criminal powers of a Civil and Criminal Judge. Whether it was intended to elevate these Judicial officers into Judges, and Session Judges, is not apparent, but their investment with the powers and dignity without the salary of Judges would certainly be an anomaly, and inconsistent with any sound principle.

9. I coincide with Mr. Ricketts in opinion that promotion or transfer from the office of Collector and Magistrate to that of Judge, and *vice versâ*, is improper.

10. But I am clearly of opinion that from the grade of 2nd Assistant Collector, the two offices ought to be kept distinct, as now, in this Presidency. I hold the same views in regard to the necessity of retaining the office of Assistant Judge as the Judges of the Sudder Adawlut, from whose letter to his address Mr Ricketts gives a long quotation.

11. And I dissent *in toto* from the opinion of Mr. Beadon, and Mr. Ricketts, on the subject of training young officers for the office of Judge. It is to be noted that the training is described as intended for the Collector's office as well as the Judge's, that it is at present conducted at too high a price, and that it is too often lost, since it is stated that Assistant Judges not unfrequently become Collectors instead of Judges. There are objections, it is admitted, to the same person being Judge and Collector, but it is asserted (no attempt being made to prove it) that the objection does not extend to the occupants of subordinate offices. The grades introduced with approval into Bengal, the North-West, Oude, and the Punjab, are therefore recommended for Bombay, and a certain number of the Assistants of the 1st and 2nd grade Assistant Judges and Assistant Collectors, are to be required to devote half of their time to each office, that is, two days of the week they are to be Assistant Collectors, and the next two days Assistant Judges, and these Janus-like Assistants are to be made to stay at the sudder station. Mr. Ricketts guarantees a sufficient number of Assistants for the duties of the districts; and to the very obvious objection that the Judge will have only one-half or one-third of an Assistant, he answers that he has provided for the relief of the Judges by increasing the powers of the Magistrates.

12. To this I reply that the assertion that the office of the 1st and 2nd Assistant Collector and Assistant Judge are simply training schools is

erroneous, they are constituted for the performance of duty which occupies the whole time of the officers employed, and which cannot be entrusted safely to native agency. The quantity of work performed is only fairly remunerated by the salary enjoyed. And although, of course, knowledge and experience are gained by the Assistant, and his wits are sharpened in passing through these offices, the salary disbursed to him can no more be said to be paid for his mere training, than that paid to a Collector can be called money spent in training him for the office of Revenue Commissioner, or Member of Council.

13. I am very sure that until the mutinies broke out, and the Hon'ble Court ordered all the Civilians from home, we had no more working Assistants than were required in the districts, there was not always a sufficient number. The Deputy Collectors from whom we expected so much, in some instances failed, and their work was left to be done by the Covenanted Assistants. Let it be remembered that until an Assistant has passed the second standard, and has been at least two years in the districts, he can be said to possess no experience, and it will then be seen whether a Collector can afford to be deprived of one of his only experienced and working Assistants for the purpose of giving him the opportunity of studying judicial duties. For how many months in the year, or for how many weeks in the month, is the Assistant to be kept at the Hoozoor? How are the district duties to be performed? If a case before the Assistant Collector requires more than two days, is he to be allowed to go on with it beyond two days, and *vice versâ?* Suppose the Assistant falls sick, how is the work of the two departments to go on? Both departments would be paralyzed. The fact is, that neither the Judge's nor the Collector's department would bea dequately administered—and in endeavouring to learn two trades at once, the Assistant would infallibly end by learning neither. It is, in my opinion, absolutely necessary that the Collector should have two experienced Assistants available for his department, he does not require any more. The arrangement proposed would virtually deprive him of one of his only useful Assistants, in case of sickness, not unfrequent, both would be taken from him.

14. In opposition to Mr. Ricketts, I affirm that precisely the same objection applies against the subordinate being made both Collector and Judge, as applies to the principal. This needs no illustration, for nothing is more notorious than that a man cannot serve two masters. In setting up a novel doctrine however, it was incumbent on Mr. Ricketts to give his reasons at full length. As it is, I am compelled to say that this scheme for the employment of 1st and 2nd Assistants is a mere make-shift, and that it ought not to be entertained. It will satisfy nobody. It will be injurious to the Collector and Magistrate whose powers Mr. Ricketts proposes to extend, thus adding

to the weight and responsibility of his duties, while he curtails his means of performing them. It will not satisfy the Judge to have only one-half or one-third of his Assistant, for not only will the quantity of the work obtained from his Assistant be so much less than it was before, but which is worse, the quality of it will be greatly deteriorated. And it will be unsatisfactory to the Assistants themselves, whose attention will be distracted by the desultory treatment to which it is proposed to subject them.

15. It may be remarked here that the relief to the Judges, intended by increasing the powers of the Magistrates, will be very much affected by the enlarged powers of appeal which it is proposed to give to the former authority. It will, in fact, be a very partial relief, for the Judge will have to hear every case as heretofore, only without the attendance of witnesses.

16. It is admitted in Mr. Ricketts' report that in Bombay and Madras, the Judicial department is provided with a special and continuous judicial training. If it be indeed true that the Judicial bench in those Presidencies is not what it ought to be, and if it be really necessary to lend a respectful ear to the uncandid clamor of popular agitators or grievance-mongers, I cannot bring myself to believe that a remedy is to be found in a relaxation of this training. Obviously the study and practice of the Judge should be made severer, should be prolonged, and be more concentrated in his duties. If, in short, our Judges do not give satisfaction now to agitators, how can it be reasonably expected that they will improve and give more satisfaction under a system that deprives them of one-half or one-third of the time they have hitherto devoted to preparation for the higher grades of their profession.

17. I would recommend accordingly that the Assistants be left just as they are, that is, the Judicial and the Revenue (Magisterial included) separate. After a Civilian has obtained the rank of 2nd Assistant Collector, and served three full years in that grade, I would call on him to make a deliberate choice of the departments open to him, Judicial, Revenue and Magisterial, Financial (I say nothing of Political, because I am not aware that it necessitates any special apprenticeship, but it can be added if thought necessary). Government might make this choice for him fairly enough, especially if they support him, as they now do, from the moment of his landing in the country, but it would be better to leave the choice to the Assistants themselves. Once made, the election should be considered irrevocable ; no transfer from one department to another should ever be allowed. I believe that this measure, with good introductory scholastic study in England, and good examinations in this country, will secure to the Judicial, as well as to other departments, all that can, with reason, be

expected. The best officers that can be got may thus be secured to this Empire, provided the salaries are not reduced too low, and facilities for procuring pension and visiting England are made just and reasonable.

18. As to the matter of expense on which stress is laid in Mr. Ricketts' report, my idea is that present arrangements will have to undergo some modification. In all other countries in the world a youth has to pay his own way until he gets an appointment, and I do not see why India should be an exception any longer now that Haileybury has been abolished. An Assistant Collector is, as I have already stated, of little use until he is made *second* Assistant. I see no reason why Government should continue to pay a young man before he can make himself useful. I would therefore propose that no pay be issued to young Civilians until they are appointed to Collector's offices, that is, until they have passed their vernacular examinations.

19. On appointment to the office of 3rd Assistant Collector, I would give one half of what is now given, or Rs. 200 instead of Rs. 400, or say Rs. 250 a month, in consideration of the circumstance that the 3rd Assistant is employed in duties requiring little experience, and learns his duty from official records, and as a servant of Government, which renders it absolutely necessary that he should be treated as a servant of Government. So soon as he may be raised to the rank of 2nd Assistant, the Civilian should receive the full salary of that office.

20. The reduction that this would effect in the expense of training would be considerable ; and it would not, in any degree, detract from the popularity of the service, provided the after prospects of the Civilian are sufficiently fair.

H. W. REEVES.
3rd February 1858.

APPENDIX No. 40.

District Judges of Bombay.

MINUTE BY THE RIGHT HON'BLE THE GOVERNOR OF BOMBAY.

Mr. Ricketts' report on the salaries, &c., of Judges and Assistant Judges has been ably reviewed at some length by my Hon'ble colleague, Mr. Reeves. On almost all points I cordially concur with the views which he has taken, it will therefore be unnecessary for me to dwell at any great length on the proposals made by Mr. Ricketts.

I have, as Mr. Reeves has also done already, expressed my opinion as to the relative importance of the offices of Judge and Collector. I quite agree with the remarks now made by my Hon'ble colleague on this subject, and I fully believe that, as in this Presidency, the duties of the Collector are of more importance than those of the Judge, so he is looked upon both by Europeans and Natives as the more important officer. If this be the case, it would be most unwise, in my opinion, to give to the Judge any appellate jurisdiction from the Magistrate other than he now possesses, which should be, as it is, only exercised on very special grounds. I question indeed very much the advisability of allowing any appeal at all.

The multiplicity of appeals is one of the great evils of our regulation system, and as that system itself seems to me much too technical and complicated, and in many ways unsuited to the genius of the people we have to govern, I would much rather see a well considered measure introduced which, while modifying the strictness and technicality of regulation laws generally, should extend the power of summary decision, and do away with many appeals which are now permitted, than give my countenance in any way to a measure which tends to increase the evil. If, however, appeals *are* to be permitted, they certainly should not be from one officer to another of equal authority, as would be the case were they to lie from the Magistrate to the Judge in this Presidency. Mr. Ricketts says that all, or nearly all, the authorities who have considered the question agree that the position of a district Judge is more responsible than that of a Collector and Magistrate. This may be the case in Bengal, and the North-West Provinces, but it is not so either here, or at Madras. Indeed, when even the Sudder in this Presidency allow that a Judge is not considered a superior officer to a Collector, I do not think that any stronger evidence can be required as to the estimation in which the two offices are held here, and this appears to me at once to dispose of the question of allowing appeals, except in very special cases, from one to the other.

There can be little doubt that the two branches of the service, Revenue and Judicial, should, in all but the lowest grades, be kept separate, and that no transfer of an officer who has once selected his line should be permitted, unless in very exceptional cases. A certain amount of Revenue and Magisterial experience, that is, a knowledge of the system upon which the whole government of the country is carried on, is, I think, indispensable to a Judicial officer, and this can be learnt sufficiently for all judicial purposes by an apprenticeship served

in the lower grades of the Revenue line. But when an officer has once selected the Judicial line, and Government has approved of his selection by appointing him an Assistant Judge, I cannot think that any good end could be answered by making him serve two masters as proposed by Mr. Ricketts, and devote two days a week to Revenue duties, and the rest to Judicial. I quite agree with my Hon'ble colleague in the objections which he takes to this proposal, and as Mr. Ricketts does not very fully give his reasons for the change, I do not think that we should give our support to so novel a proposition.

The Government of Madras, and the Sudder Court of Bombay, appear equally anxious to defend their grade of subordinate and Assistant Judges, and Mr. Ricketts himself in comparing the Judicial system of Bengal, Agra, and Bombay, gives preference to the latter. I therefore think that we should not propose any alteration of the present system in the Judicial department. I would however, as Mr. Reeves suggests, call upon Civilians after reaching the grade of 2nd Assistant Collector to make their choice between the Revenue and Judicial lines, though such choice should not be absolutely irrevocable.

I do not agree with Mr. Reeves in his proposal that Government should withdraw all pay from young Civil servants until their appointment to Collector's offices. The same reasons which apply to young men at home do not apply here. It is true that, in most countries, a young man receives no pay until he makes himself useful, but he generally either lives with his family, or with friends, or some arrangement is made for him until he is launched into life, while here a youth at a distance from his family and friends, and sent out to a country where no arrangement could well be made as to his living, may fairly look upon Government as bound to furnish him with means of subsistence, while he is qualifying himself for their service, just as much as an apprentice looks to his master for subsistence while serving out his apprenticeship.

On the whole then, I come to the conclusion that, as by adopting Mr. Ricketts' proposals, a saving of only Rs. 10,000 is to be made, and as many of those proposals seem to me objectionable in principle, as well as likely to be hurtful in practice, we shall do best to retain our Judicial service on its present footing, and as to the future arrangement of salaries, I would recommend that the Judge's salary in each zillah be made the same as that of the Collector's, and that the Assistant Judge be paid, as he now is, about Rs. 100 per month less than the first Assistant to the Collector. By these means probably a more considerable reduction in the expense of the Judicial department will be effected than by the proposal of Mr. Ricketts, and the offices will be kept, as in my opinion they should be, on an equality. The reduction will, of course, be dependent on what may be hereafter decided as to the scale of salaries in the Revenue department.

ELPHINSTONE.

15*th February* 1858.

APPENDIX No. 41.

District Judges of Bombay.

MINUTE BY THE HON'BLE MR. MALET.

I entirely concur with the Right Hon'ble the President, and with the Hon'ble Mr. Reeves, except in the last three paras. on the subject of salaries. I agree in the remarks recorded by the Right Hon'ble the President.

A. MALET.
16th February 1858.

APPENDIX No. 12

Magistrates and Collectors and Police of Bengal.

No. 894.

GENERAL DEPARTMENT.

From

The Secretary to the Government of Bengal,

To

H. RICKETTS, ESQUIRE.
Commissioner for the revision of Civil salaries and Establishments throughout India.

Dated FORT WILLIAM, *the 28th December* 1856.

SIR,

I am now directed to reply to that portion of your proposed report to the Supreme Government enclosed in your letter of the 17th October, which has reference to Magistrates and Collectors.

2. The Lieutenant Governor has written so much on the subject of Bengal Police, that though he differs much from your views as represented in the paper now before him, he is unwilling to enter into further controversy.

3. The Lieutenant Governor gathers that you would take away the management of the Police from the Covenanted Magistrates altogether, and make it over to the Uncovenanted service. Various reasons are assigned for this recommendation, but the chief ground on which, if the Lieutenant Governor has rightly apprehended your observations, you desire to rest the proposition is, that the measure in question, or something nearly resembling it, is advocated by Sir George Clerk, and the Honorable Mr. I. P. Grant, whose opinions meeting on such a subject, you think it is hardly possible should be mistaken; or if any doubt should exist as to the correctness of their views on the question, it must be removed, as the Lieutenant Governor understands your remarks, by the concurring opinion of the present Collector of Nuddea, Mr. Edward Lushington. Against these three opinions you deem it almost impossible to contend.

4. There are certainly few public officers to whose opinions on such subjects the Lieutenant Governor would be disposed to attach greater weight than the two eminent persons first quoted. But it may be doubted whether the question can properly be determined by an appeal to authority, or if it were to be so decided the Lieutenant Governor would desire at least to submit on the opposite side the sentiments of Mr. Colvin, and Sir John Lawrence. These are no where alluded to in your paper, but they are believed to be unfavourable to the plan which you advocate. Or, it seems to the Lieutenant Governor that he might even set against the adoption of the Bombay plan, which is in substance what you advocate, the authority of your own opinions, for in many paragraphs of the paper before him, the weakness of the Bombay system is conclusively exposed, and in one place, it is admitted that it cannot possibly succeed entirely.

5. The system in question has indeed a weakness which your experience has at once detected, and which would probably be sufficient to render it unacceptable to Mr. Colvin,

or Sir John Lawrence, namely that it is irreconcilably at variance with the *village system*, which is the very backbone of the administration of Hindoostan.

6. It appears most clearly from your statements as might have been anticipated by persons acquainted with native Indian society that, do what they may, they are unable in Bombay or Madras to separate the Collector from the Village Police, which is part of the village system. It is certain that no one would propose to separate them in the North West Provinces, or in the Punjab. Neither will any such thing, the Lieutenant Governor is well assured, be attempted in Nagpore or in Oude. To avoid the obvious conclusion from these significant facts—facts fatal to the system now proposed, the Village Police, are in your paper, run down as useless and unimprovable; but His Honor very much doubts whether the successful administrators of the North Western Provinces and of the other countries above named, would acquiesce in this view of the case.

7. But whatever may be the condition of society elsewhere, there is to be considered in Bengal the phenomenon, wholly left out of calculation by those who would extend the new Bombay system to these territories, of the immensely powerful and unassailable Zemindarree aristocracy.

8. The proposition contained in your paper is to take the whole control and management of the Police of Bengal out of the hands of the actually and traditionally influential Civil service, and place it as at Bombay, and far more than at Bombay, in the hands of two and twenty Uncovenanted Superintendents on average salaries of 600 or 700 Rupees a month, and nothing else apparently to rise to; and it is expected that this agency will rule and govern the all powerful Zemindars of Bengal, without whose co-operation it is already notorious that nothing can be done, and against whose opposition it is almost hopeless to contend.

9. That any such plan should succeed in Bengal is, in the Lieutenant Governor's judgment, most unlikely, and he would be sorry to see it attempted.

10. Thus much it has occurred to the Lieutenant Governor to observe briefly as to the general plan suggested. In regard to the salaries proposed, he finds himself also unable to agree with you.

11. His Honor understands you to advocate a system of salaries varying in different districts for the same nominal office, with a doubtful estimate of the different amount of duty to be performed. Regarding a system of graduated salaries the Lieutenant Governor has already communicated to you his opinion (in my letter No. 632, of the 13th October last), that it would be beneficial to the Public Service, but that the salaries should be personal and not local. The great object is to secure more continued service by one officer, in one place and office, than can now be counted upon, and to prevent those repeated changes which are so detrimental to good administration. This would be to a great extent secured by a system of personal gradations of salary. But the very contrary, as it appears to the Lieutenant Governor, would be the consequence of a system of salaries varying in various places, especially, as the reasons for the variations are arbitrary and uncertain, viz. the supposed difference in the weight of duty between this or that Judgeship, and this or that Collectorship, compared with other similar offices. This is a standard very liable to change. The district which is light this year may become heavy next year, nor would the very differences you have attributed to various districts and offices, and on which you have founded your recommendations, be by any means generally assented to.

I have the honor to be, &c.

W. GREY,

Secretary to the Government of Bengal.

APPENDIX No. 43.

Uncovenanted Deputy Collectors and Deputy Magistrates in the North Western Provinces.

No. 1505 *A of* 1856.

FINANCIAL DEPARTMENT.

From

C. B. THORNHILL, Esquire,
Officiating Secretary to Government
North Western Provinces.

To

H. RICKETTS, Esquire,
Commissioner for the revision of Civil salaries and
Establishments throughout India.

Dated, Head Quarters, Nynee Tal,
The 6th October 1856.

Sir,

In reply to your letter of the 27th ultimo, No. 537, I am desired to state, that the Lieutenant Governor is disposed to think that the classification of Deputy Collectors therein proposed will be advantageous in these provinces, but he will request the report of the Sudder Board of Revenue, North Western Provinces, on the point before recording a final opinion.

I have the honor to be, &c.

(Signed) C. B. THORNHILL,
Officiating Secretary to Government
North Western Provinces.

256

APPENDIX No. 44

Uncovenanted Deputy Collectors and Deputy Magistrates in the North Western Provinces.

No. 1850 *A of* 1856.

REVENUE DEPARTMENT.

From

C. B. THORNHILL, Esquire,
Officiating Secretary to the Government
North Western Provinces.

To

H. RICKETTS, Esquire,
Commissioner for the revision of Civil salaries and Establishments.

Dated Head Quarters, Nynee Tal,
The 7th October 1856.

Sir,

I am desired herewith to return the fragment of your report relating to Deputy Collectors, and to state that its general views have the concurrence of the Lieutenant Governor. A further communication will, however, be made on the receipt of the report of the Board as to the revised classification of salaries more recently proposed by you.

I have the honor to be, &c.

(Signed) C. B. THORNHILL,
Officiating Secretary to the Government
North Western Provinces.

258

APPENDIX No. 15.

Uncovenanted Deputy Collectors and Deputy Magistrates in the North Western Provinces.

(Copy)

No. 1378 *of* 1856.

From

W. H. LOWE, Esquire,
Secretary, Sudder Board of Revenue,
North Western Provinces, Agra.

To

C. B. THORNHILL, Esquire,
Officiating Secretary to the Government
of the North Western Provinces.

Dated Agra *the* 15*th October* 1856.

Sir,

In reply to the orders of Government, No. 1506 A, dated 6th October, with enclosures, regarding the classification of Deputy Collectors proposed by the Commissioner for the revision of salaries, I am directed by the Sudder Board of Revenue to state for the information of His Honor the Lieutenant Governor, that the upper grades are very few in number proportionately with the lower.

2nd. The Board would propose, as an amendment, the following scale :—

2	at	800	Rupees 1,600
3	at	650	1,950
6	at	500	3,000
15	at	400	6,000
21	at	250	5,250
47			Rs. 17,800

3rd. The late scheme of salaries sanctioned by the Government of India, reckons forty five Deputy Collectors at Rupees 17,050. The Board are not aware what Mr. Ricketts has taken as the basis of his calculation.

I have &c.

(Signed) W. H. LOWE,
Officiating Secretary.

No. 1659 *A. of* 1856.

REVENUE DEPARTMENT.
The 27*th October* 1856.

Ordered that a copy of the above letter be sent to the Commissioner for the revision of Civil salaries and Establishments throughout India, for his remarks in continuation of No. 1505 A. of the 6th instant.

C. B. THORNHILL,
Officiating Secretary to the Government
North Western Provinces.

200

APPENDIX No. 46.

Extra Assistants in the Punjab.

No. 1981.

From

CAPTAIN H. R. JAMES,
Officiating Secretary to the Chief Commissioner, Punjab.

To

H. RICKETTS, ESQUIRE,
Commissioner for the revision of Civil salaries and Establishments throughout India.

Dated LAHORE, *22nd September* 1856.

SIR,

I am directed to acknowledge the receipt of your letter No. 493, of the 10th Instant, and to state in reply, that the Chief Commissioner concurs in your proposals for extra Assistants.

2. But I am desired to point out, that this class of Officers in the Punjab has not reached the maximum allowed by Government, as the Chief Commissioner wished to keep some promotion available for the future, and indeed Government has thus ordered.

3. I have now, therefore, the honor to forward a copy of the scale* authorized by Government, together with that of the actual allowances now enjoyed by the Extra Assistants,† which slightly differs from the Civil Auditor's List. The officer whose salary is there entered at Rupees 2,640, receives a Jagheer of 360 Rupees per annum, which makes up the 3,000, to which grade he properly belongs.

I have the honor to be, &c.
H. R. JAMES,
Officiating Secretary to the Chief Commissioner, Punjab.

*Scale sanctioned by Government.

5	on	600	3,000
18	on	400	7,200
26	on	250	6,500
49			16,700

†Existing scale.

2	on	600	1,200
1	on	450	450
13	on	400	5,200
3	on	350	1,050
2	on	300	600
23	on	250	5,750
1	on	200	200
45			14,450

202

APPENDIX No. 44.

Tehsildars and Peishkars in the North West Provinces.

No. 1869A OF 1856.

JUDICIAL DEPARTMENT.

From C. B. THORNHILL, Esq.,

Officiating Secretary to Government, North-West Provinces,

To H. RICKETTS, Esq.,

Commissioner for the revision of Civil Salaries.

Dated Head Quarters, 10th October 1856.

SIR,—I am directed to acknowledge the Memorandum forwarded by you on the subject of the salaries of Tehseeldars and Tehseelee Peshkars, and to state that as you have acquiesced in the proposals for regulating the future scale of those salaries which have received the approval of the Lieutenant Governor, it is necessary only to notice that portion of your remarks in which you suggest a change as to the procedure for the trial of summary suits in these provinces.

2. The Lieutenant Governor thinks that it will be a clear improvement on the existing rules to empower Tehseeldars to decide, instead of merely to report on, such suits. But he is decidedly opposed—and so, he is satisfied, will every Revenue officer of experience in the North-West Provinces be—to cutting off the appeal on the merits to the Collector, and to leaving the remedy only of a suit in the Civil Court. The Civil Courts are bad judges of such cases, and the resort to them against the Revenue awards, in the districts under this Government is, as you observe, very rare. To force such a resort would, in the view of the Lieutenant Governor, be both unjust and impolitic, and it would break that consistency and completeness of control which here, as in the Punjaub, is rightly considered vitally necessary to the good order and success of the revenue administration.

3. The opinion of the Lieutenant Governor is that the decisions of the superior Revenue officers should be made final as to all summary suits for, or relating to, rent.

4. The fragment about Tehseeldars will be hereafter returned.

I have the honour to be,

Sir,

Your most obedient Servant,

(Signed) C. B. THORNHILL,

Officiating Secretary to Government, N. W. P.

Head Quarters, Nynee Tall, the 10th October 1856.

APPENDIX. No. 48.

Miscellaneous Papers respecting Tehseeldars, Punjab.

No. 1770.

Punjab, Tehseeldars, R. Temple, Esq.

FROM

R. TEMPLE, ESQUIRE,

Secy. to the Chief Commissioner for the Punjab.

To

HENRY RICKETTS, ESQ.,

Commissioner for the Revision

of Civil Salaries and Establishments

throughout India.

General. *Dated, Lahore, the 25th August,* 1856.

SIR,

I am directed to reply to your letter of the 29th ultimo, No. 409, regarding the revision of the Salaries of Tehseeldars in these Territories, and to convey the following observations and suggestions :—

2nd. I am in the first place to state, that the Tehseeldars are in the Chief Commissioner's opinion, the hardest worked Officers in the hard worked Civil Service of the Punjab. The importance of the Tehseeldar within his jurisdiction is great, he is at the head of a sub-division of a District. Within that sub-division, he is the representative, in the eyes of the people, of the civil power. All branches of the administration, whether Judicial, Administrative, Executive, or Miscellaneous, are conducted through him. He is the head of the Police, he is a Deputy Magistrate for petty cases ; and sometimes prepares heinous cases ; he tries small causes, and sometimes investigates large ones ; he collects the Revenue, and carries out all fiscal measures ; he is generally the agent for local improvements. Most matters that affect the daily life of a people, come under his cognizance. He has much power : and has extensive Establishments under his command. Much of the general comfort must depend upon his honesty and diligence.

3rd. The work pertaining to so many functions must of course be heavy. The Chief Commissioner has frequently endeavoured to lighten it : but notwithstanding this, such are the necessities of the case, a very considerable share of the Administration devolves upon the Tehseeldars. There are in these Territories, one hundred and three Tehseeldars.* The following

* Exclusive of those in the Simla District.

APPENDIX. No. 48,

Miscellaneous Papers respecting Tehseeldars, Punjab.

Punjab, Tehseeldars, R. Temple, Esq.

Table will shew the averages of their work and responsibility, as regards area, population, villages, revenue, criminal, and civil business.

Number of Tehseels.	Average area of each Tehseel in square miles.	Average population of each Tehseel.	Average number of villages in each Tehseel.	Average amount of Revenue collected by each Tehseeldar.	Average number of Revenue cases decided by each Tehseeldar.	Ditto Criminal Ditto.	Ditto Civil Ditto.
103	792	123,474	280	165,147	206	48	307

Besides the above, there is a mass of miscellaneous business, discharged by the Tehseeldar, of which a Statistical account cannot be given. It may be said that generally, a Tehseeldar commands 23 Revenue Peons; 89 Regular Policemen; 133 Village Constables, besides a City watch, some 9 Moonshees, and such like ministerial Officials; and 93 Village Accountants.

4th. Thus worked, and thus responsible, a Punjab Tehseeldar is not well paid, is subjected to some inconvenience, and discomfort, and has not very good prospects. It is true that Extra Assistants are often selected from this class; but vacancies do not occur with any frequency. It is also true as pointed out in your letter under acknowledgment, that articles of food and daily consumption are cheap in these Territories. But such articles constitute but a part of the expenditure of a Native Gentleman. In all other respects, he is put to greater expense and trouble here, than in other parts of Northern India. It is more difficult here to keep up a decent appearance, to maintain an ordinary establishment, to obtain house accommodation, and the like. So considerable and general are these difficulties, that many Tehseeldars, if Natives of Hindoostan, are obliged to leave their families behind them in their Native country. There is hardly a Hindoostanee Tehseeldar in the Punjab, who would not sacrifice a quarter of his salary, to obtain the same Office near home, or even to be employed any where East of the Sutlej. Many Tehseeldars are stationed in wild and remote localities, and this inconvenience affects all alike, whether Hindoostanees or Punjabees.

5th. The present rates of pay of Tehseeldars are as follows:—

			per Mensem.			Total.
1	on	...	275	Rs.	...	275
7	„	...	200	„	...	1,400
13	„	...	175	„	...	2,275
56	„	...	150	„	...	8,400
1	„	...	130	„	...	130
13	„	...	125	„	...	1,625
3	„	...	120	„	...	360
9	„	...	100	„	...	900
103				Total.	...	15,365

APPENDIX. No. 18.

Miscellaneous Papers respecting Tehseeldars, Punjab.

The average rate of pay amounts to Rs. 149 per mensem. This sum appears somewhat low, especially as compared with those which probably are allowed elsewhere. It may not be absolutely insufficient to secure integrity and efficiency, but it is barely sufficient. And on this account, it may be said, that the Punjab does not obtain quite such good Tehseeldars as it requires, and as might be otherwise hoped for.

6th. Looking therefore to the work, and responsibility of Tehseeldars; to the disadvantages of their condition, to their present pay and prospects; the Chief Commissioner does think, that some slight increase of salary is requisite for them.

7th. Much in accordance with the scheme mentioned in your letter, as suggested for the N. W. Provinces, it is proposed to have 6 classes of Tehseeldars, to be allotted to the several Divisions or Commissionerships, according to the following statement:—

Divisions.	On 225 Rs.	On 200 Rs.	On 175 Rs.	On 150 Rs.	On 125 Rs.	On 100 Rs.	Total.
Cis Sutlej States. - -	2	5	4	5	0	0	16
Trans Sutlej States. -	1	5	3	3	1	1	14
Lahore. - - - - - -	3	5	5	5	1	0	19
Jhelum. - - - - - -	1	4	3	3	2	2	15
Mooltan. - - - - -	1	2	2	2	5	0	12
Leiah. - - - - - -	1	5	3	3	2	3	17
Peshawur. - - - - -	1	3	2	2	1	1	10
Total. - - -	10	29	22	23	12	7	103

8th. You will perceive, that according to the above scale, (which has been fixed after consultation with the Financial Commissioner,) there would be six grades, ranging from Rs. 100 to Rs. 225 per mensem. The salary of Rs. 225 is suggested, so that it may be a little lower than the Rs. 250 allowed to an Extra Assistant of the lowest grade. In point of fact, a first rate Tehseeldar is scarcely at all lower, in official dignity, than an Extra Assistant, and, as regards administrative functions especially, may be more useful. The numbers in this grade have been so allotted, that each station with a city and a large cantonment, containing European troops, may have a first class Tehseel. At such stations, the miscellaneous work is peculiarly heavy, and indeed all branches of business will prove onerous. In the Lahore Division, there is one Tehseeldar (at Umritsur) on 275 Rs. This salary is too high, and might be reduced on the occurrence of a vacancy to Rs. 225; or else the Tehseeldars of both Lahore and Umritsur, (the two capitals of the country) might be allowed Rs. 250. The numbers of the 2nd grade on Rs. 200, have been so fixed, that the central stations of Districts, or sub-divisions in the interior, of more than usual importance, which have not a first class Tehseeldar, may at least have one of the second. At such places, there will usually be a city, or a body of troops, or a Trunk Road, or a large revenue, or some circumstances

APPENDIX. No. 48.

Miscellaneous Papers respecting Tehseeldars, Punjab.

Punjab, Tehseeldars, R. Temple, Esq.

calculated to enhance a Tehseeldar's duties. The numbers of the other grades have been proposed, with regard to the actual requirements of Districts and Divisions. And it is confidently hoped, that the graduation will stimulate exertion, open out a prospect, and encourage honesty.

9th. The financial result of the above proposal, would be as follows in each Division :—per mensem.

Divisions.	Present Scale.									Proposed Scale.							Decrease.	Increase.
	On 275 Rs.	On 200 Rs.	On 175 Rs.	On 150 Rs.	On 130 Rs.	On 125 Rs.	On 120 Rs.	On 100 Rs.	Total amount of salaries.	On 225 Rs.	On 200 Rs.	On 175 Rs.	On 150 Rs.	On 125 Rs.	On 100 Rs.	Total.		
Cis Sutlej States. - -	0	1	2	13	0	0	0	0	2,500	2	5	4	4	0	0	2,750	0	250
Trans Sutlej States. -	0	3	3	6	0	0	0	2	2,225	1	5	3	4	1	1	2,675	0	450
Lahore. - - - - -	1	2	4	11	0	1	0	0	3,150	3	5	5	5	1	0	3,425	0	275
Jhelum. - - - - -	0	0	0	7	0	5	0	3	1,975	1	4	3	3	2	2	2,358	0	375
Mooltan. - - - -	0	0	0	8	0	4	0	0	1,700	1	2	2	2	5	0	1,900	0	200
Leiah. - - - - -	0	0	1	9	0	2	2	3	2,315	1	5	3	3	2	3	2,750	0	435
Peshawur. - - - -	0	1	3	2	1	1	1	1	1,500	1	3	2	2	1	1	1,700	0	200
Total. - - -	1	7	13	56	1	13	3	9	15,365	10	29	22	23	12	7	17,550	0	2,185

10th. But there is another class of Native Officers, on whose behalf, I am to take this opportunity of submitting recommendations. Each Tehseeldar has at present a sort of Deputy, styled "Peishkar." At present, these men are of a very inferior stamp; which is indeed inevitable, so long as their salaries are maintained at the present low rate. Heretofore they have been receiving in the Trans and Cis Sutlej States, in the Mooltan, Leiah, and Jhelum Divisions, only 30 (thirty) Rs. per mensem. In the Lahore and Peshawur Divisions 50 Rs., but the Tehseeldars do really require good deputies. In the event of sickness or absence, there should be a man competent to take charge of the Treasury, and to conduct, at least, the current business of the office. Moreover, in addition to the ordinary contingencies of sickness and absence; the Tehseeldar is constantly liable to be called away from his post to investigate serious Police cases; to visit estates and detached lands; to travel about his jurisdiction, supervising roads or other local improvements. On these oft recurring occasions, there should be a competent deputy at the Head Quarters of the sub-divisions. And after the description given of a Tehseeldar's duties, it can readily be understood, that he does really need some efficient aid, and in *all* branches, except the Judicial, the Peishkar can be of the utmost use. Again, it is highly desirable, that there should be a class, from among whom Tehseeldars may be fitly selected; a class regularly trained and reared in expectation of succeeding to the higher office. The object of obtaining good Peishkars or Deputies, is second only to that of having good Tehseeldars. I am to add, that in one Division, the Trans Sutlej States, it was found necessary to appoint Deputy Tehseeldars,

on salaries ranging from 40 to 60 Rs., in addition to the ordinary Peishkar and in some of the other Divisions, the local Officers have been urgent for the appointment of Deputies. In fact the measure may be termed one of *vital* importance to the interests of every sub-division. The Chief Commissioner would now desire to have four grades of Peishkars on salaries ranging from 50 to 80 Rs. per mensem, for the several Divisions as shewn below :—

Punjab, Tehseeldars, R. Temple, Esq.

Divisions.	On 80 Rs.	On 70 Rs.	On 60 Rs.	On 50 Rs.	Total Amount of Salaries.
Cis Sutlej States... ...	3	5	4	4	1,030
Trans Sutlej States ...	2	4	2	6	860
Lahore	3	6	6	4	1,220
Jhelum	2	5	5	3	960
Mooltan	1	3	4	4	730
Leiah	1	4	6	6	1,020
Peshawur	1	3	3	3	620
Total.....	13	30	30	30	6,440

The numbers for the several classes have been allotted, according to the same principles as those followed in the gradation of Tehseeldars. It would seem, that 50 Rs. constitute the lowest salary that an Officer ought to receive, who must be often in temporary charge of a Treasury and a sub-division. On the other hand, a Peishkar having risen to 80 Rs., may be fit to become an acting Tehseeldar. The Peishkars, after the revision of their salaries, might be styled deputy (or Naib) Tehseeldars.

11th. The financial result of the proposed revision of Peishkar's salaries, would be as follows:—

Divisions.	Present Scale.								Proposed Scale.					Decrease.	Increase.	Remarks.
	On 75 Rs.	On 60 Rs.	On 50 Rs.	On 40 Rs.	On 30 Rs.	On 25 Rs.	On 20 Rs.	Total of Salaries.	On 80 Rs.	On 70 Rs.	On 60 Rs.	On 50 Rs.	Total of Salaries.			
Cis Sutlej States ...	0	0	0	1	15	0	0	490	3	5	4	4	1,030	0	540	The present
Trans Sutlej States.	0	0	0	4	7	6	1	540	2	4	2	6	860	0	320	scale in Trans
Lahore... ...	0	2	18	0	0	0	0	1,020	3	6	6	4	1,220	0	200	Sutlej States
Jhelum ...	0	0	0	0	15	0	0	450	2	5	5	3	960	0	510	is exclusive
Mooltan ...	1	0	8	0	4	0	0	595	1	3	4	4	730	0	135	of the Extra
Leiah	0	0	0	0	16	1	0	505	1	4	6	6	1,020	0	515	hands alluded
Peshawur ...	1	1	4	2	1	0	0	445	1	3	3	3	620	0	175	to in Para. 10.
Total.....	2	5	33	7	58	7	1	4,045	13	30	30	30	6,440	0	2,385	

APPENDIX. No. 58.

Miscellaneous Papers respecting Tehseeldars, Punjab.

Punjab, Tehseeldars, R. Temple, Esq.

12th. The financial result of the present proposals, would be as follows:—

	Present expenditure.		*Proposed expenditure.*		*Net increase.*
Tehseeldars.	Rs. 15,365	...	Rs. 16,500	...	1,135
Peishkar....	„ 4,045	...	„ 6,440	...	2,395
Total....	„ 19,410	...	„ 22,940	...	3,530 or Rs... 42,360 per annum.

per mensem.

The increase therefore, would amount to about 54,840 Rs. per annum. For less than this, it would seem impossible to place these Establishments upon a satisfactory footing. And the Chief Commissioner believes that the money would be really well expended, for few measures could be devised, more calculated in his opinion, to conduce to the interests of the people of these Territories, than the improvement of the position of the Tehseeldars and their Deputies.

13th. Lastly, in the 4th Para: of your letter under acknowledgment, you enquire whether it is intended, that the Tehseeldars should dispose of summary suits. On this point I am to state, that as these Officers already investigate these cases, merely sending them to the Deputy Commissioner for final orders, and as they decide Civil cases judicially, the Chief Commissioner proposes, that they should similarly decide the summary suits, subject of course to appeal, and that instructions to this effect have been issued to the Financial Commissioner.

I have the honor to be, Sir,

Your most Obedient Servant,

LAHORE,
The 25th August, 1856.

R. TEMPLE,
Secretary to the Chief Commissioner.

241.

APPENDIX No. 49.

Judicial Commissioner and Tehsildars in the Punjaub

No. 2093.

GENERAL DEPARTMENT.

From Captain H. R. JAMES,

Officiating Secretary to the Chief Commissioner for the Punjaub,

To H. RICKETTS, Esq.,

Commissioner for the revision of Salaries, &c.

Dated Lahore, the 4th October 1856.

SIR,—I am directed to return, with the thanks of the Chief Commissioner, the extracts from your proposed report to Government relating to the Judicial Commissioner, and the Tehseeldars in the Punjaub, received with your letter of the 17th ultimo.

I have the honour to be,

Sir,

Your most obedient Servant,

(Signed) H. R. JAMES,

Officiating Secretary to the Chief Commissioner, Punjaub.

Lahore, the 4th October 1856.

Appendix No. 80.
Collectors of Madras.

REVENUE DEPARTMENT.

No. 1354. A.

Extract from the Minutes of Consultation, under date the 24th December 1857.

Read the following Report from the Commissioner for the Revision of Civil Salaries and Establishments.

(Here enter No. 2 on the subject of Collector of Madras.)

1. In the paper above recorded the Collectors of Madras, and the salaries of the Collectors, are reported on by the Commissioner. The Chapter opens with a general Statement of the area, population, and land revenue of all districts, excepting Madras; it is not said why the extra sources of revenue are omitted from the calculation, and it appears to the Government that the omission was incorrect, the control of the salt and Sea Customs revenues are by no means the lightest part of the duties of a revenue officer in Madras, and as it is proposed to regulate their salaries by those drawn in the North West Provinces of Bengal and in the Punjab, where there is no sea board, it would have been perhaps more just to have shewn that their charge is more extensive, their responsibilities more onerous, and their trouble greater than those of the officers with whom, in point of emolument, it is proposed to put them on a par. The following columns shew the total revenues of each Collectorate in Fusly 1264 as compared with the Land Revenue only given by the Commissioner.

Names of Districts.	Land Revenue as given by Commissioner for Fusly 1264.	Total Revenue in Fusly 1264.
Ganjam, ...	9,42,900	15,84,429
Vizagapatam, ...	12,54,445	15,36,404
Rajahmundry, ...	20,48,320	25,35,624
Masulipatam, ...	10,23,510	13,52,482
Guntoor, ...	13,17,702	18,68,433
Nellore, ...	15,98,955	21,14,346
Cuddapah, ...	21,32,794	24,32,036
Bellary, ...	18,84,231	24,16,633
Kurnool, ...	7,26,339	8,53,809
Chingleput, ...	10,21,981	14,64,930
North Arcot, ...	15,30,085	16,73,398
South Arcot, ...	19,48,069	23,69,021
Tanjore, ...	38,26,431	47,57,109
Trichinopoly, ...	11,99,057	12,59,959
Madura, ...	16,71,760	22,01,825
Tinnevelly, ...	20,91,879	25,49,772
Coimbatore,...	21,91,684	24,00,554
Salem, ...	17,14,075	19,19,972
Canara, ...	18,16,210	25,02,598
Malabar, ...	16,00,854	23,66,066

Para. 2. 2. The Commissioner quotes from letters written to him by the Collectors of South Arcot and Canara, descriptive of their official duties, and proceeds to give his opinion that, however, onerous these duties may

Para. 3. be, it is a mistake to suppose that they are more so than those performed by some of the Collectors in Bengal and the North West Provinces, Ryotwaree administration not being, in his opinion, more difficult than Zemindary or Monzahwarree systems. This is a question on which a practical opinion is probably of more value than one that is purely theoretical, the Commissioner has not seen the business of a Ryotwar Collectorate in operation, while those who have had opportunities of making themselves acquainted with the comparative requirements for the management of Districts under Ryotwar and under Zemindary tenure, have, with one voice, and without the least hesitation, pronounced that, for the former

are necessary far more varied qualifications, more assiduity, attention, more knowledge of the country, and acquaintance with the ways and means of the people, and a greater mastery of details than is at all requisite for the latter. The Government will enter on this subject more fully hereafter when discussing the Commissioner's proposals regarding the salaries to be assigned to Collectors, as compared with the Judges, and for the present will only quote from the recorded opinion of Sir Thomas Munro, than whose, there can, on this matter, be no more convincing evidence.

Minute 22nd Jan. 1821.

"On this Establishment it is essential to the welfare of the country, as well as to the security of the Revenue, that we should have skilful Collectors, and we find, from experience, that "they are only to be found in Districts where the Ryotwar system prevails. Collectors who have "been employed only in Districts permanently settled, are not qualified for any Revenue duties "beyond those of the most ordinary routine; when the Revenue of a District has fallen into "disorder, they are unable to ascertain the cause, and still less to point out a remedy. On such "occasions recourse must be had to a Collector from a Ryotwar District." It cannot, the Government believe, be argued that the difficulties of two systems are the same, when the officers brought up under one, are alone capable of setting to rights the affairs of a Province, which, from any cause, may have got into disorder.

Para. 5.

3. The Commissioner shews that the Collectorates of Madras are larger in area, contain a more numerous population, and yield a larger Revenue, than those of either Bengal, Bombay, or the North West Provinces; he quotes an account of the Collector's duties as given by the Board of Revenue, shews that a protracted residence in tents is exacted from them, and that they all are Magistrates in their respective Districts.

4. Mr. Ricketts then enters on the question of salary, and first of the two Districts of Tanjore and Masulipatam, in which an extra allowance is granted to the Collectors under peculiar circumstances, the Agencies of Ganjam, Vizagapatam, and Kurnool, and the Collectorate of Madras, being treated of in separate chapters.

5. The fixed pay of the Collectors is Rupees 2,333-5-4 per mensem or Rupees 28,000, per annum, but in Tanjore a monthly allowance of Rupees 250 is given to the Collector, as a remuneration for conducting the duties of the Resident, in Guntoor and Cuddapah, 2000 Rupees a year are allowed to those Collectors who remain in office, more than six years, and in Masulipatam, Rupees 175 are given, in consideration of the Collector's responsibilities in holding charge of the general treasury. The Commissioner recommends that all these allowances shall cease.

6. Up to 1842, the Principal Collector of Tanjore received a salary of nearly 3500 Rupees a month, and the Resident, a separate officer, was paid Rupees 1400; the two offices thus cost the Government Rupees 4900; in the year referred to, the Principal Collectorate ceased, the salary of the Collector was reduced to Rupees 2333, the separate office of Resident was abolished, and the duty devolved on the Collector, with an allowance of Rupees 250, the total remuneration for both offices being thus Rupees 2583, or 2317 Rupees less than before, the reduction being at the rate of 47 per cent. Although the Raj is extinct, it is probable that the duties of the Resident, who may now be more properly termed Political Agent, will increase; in the Rajah all acknowledged a head, all bowed to his authority, and all obeyed his wishes; each will now follow his or her own course, and the difficult matter of preserving order, peace, harmony, and regularity, in a very large Mahrattah family, with numberless retainers and servants, will devolve upon the Collector. There are some thousand servants of the late Raj who have been pensioned, and whose pensions the Collector will disburse, and on the whole, there can be little doubt, that his time will be more occupied than heretofore, and his presence at Tanjore be more constantly required. In his paper on the salaries of the Uncovenanted service Mr. Ricketts has strongly advocated that equal work should receive equal pay, a principle that necessarily involves the converse, that extra work should receive extra remuneration. The Government cannot doubt that the charge of the Resident's office gives much trouble and care to the Collector of Tanjore, and they cannot therefore admit that he is not entitled to the small remuneration which has been sanctioned by the Honorable Court.

10th September 1856, *No.* 497.

7. The extra allowances in Guntoor and Cuddapah were given by the Honorable Court as an inducement to officers to remain in Provinces where the climate is oppressive, and whence

Appendix No. 80.
Collectors of Madras.

245.

all sought an early translation to more agreeable Districts; from 1835 to 1847 no less than 12 gentlemen filled the office of Collector of Cuddapah, and the Government consider that it must be manifest that such frequent changes entail great evils on a District. Since the additional allowance was sanctioned, Mr. Cochrane remained 8 years, and Mr. Murray has remained 9 years in Cuddapah, which shews that the desired object has been attained, and that changes in administration are not frequent now.

Para. 17.

8. It is part of the Commissioner's scheme that there should be two grades of Collectors, the one paid slightly higher than the other, and he says that, if this plan be carried out, the extra allowances in Guntoor and Cuddapah will be no longer needed. The soundness of the deduction is not clear to Government. Cuddapah and Guntoor may be placed in the first grade, and the Collectors may be better paid than those who hold second class Collectorates, but as long as there are other Districts in the first grade, equally well paid, gentlemen appointed to Guntoor and Cuddapah, will, as before, seek removal from an enervating climate, and these Provinces will be again subject to the evils from which they formerly suffered. It is not sufficient that the exceptionable Districts should be on a par with fourteen others, as the Commissioner proposes: their climate will remain the same, and change to any of the fourteen will be eagerly sought by their incumbents: experience has shewn that some compensating influence is needed to induce gentlemen to endure the inconvenience of a bad climate, and it is the opinion of the Government that it will be a most unwise policy to remove that compensating influence: the interests at stake are, on the one side, the well being of two extensive Provinces, on the other the annual saving of 4,000 Rupees, and to which the preference should be given there appears no room to doubt.

9. The Commissioner recommends that the additional allowance hitherto granted to the Collector of Masulipatam shall be abolished, on the ground that there are only three Districts in which the Treasury receipts are smaller than in Masulipatam. The Government have procured from the Accountant General a statement of the sums received into the Masulipatam Treasury on account of the collections made within the District, and on account of remittances from other Provinces, and they find that, in every year of the last ten, with the single exception of 1854-55, a sum considerably more than the ordinary District collections, were paid into the General Treasury. This statement is entered below, and the Government must express their opinion that, for the additional responsibility which the General Treasury casts on the Collector, he is entitled to the small remuneration which he has hitherto received. The Government are under an impression that the Commissioner is in error in supposing that there are only three districts in which the Treasury receipts are less than in Masulipatam. Leaving out the year 1854-55, which was evidently exceptional, the cash receipts in the ten years from 1847-48 to 1856-57 ranged from 38 lacs to 50 lacs, and the Government find that in no district but Tanjore have the receipts been so high as even the former sum.

Years.	Receipts in the district of Masulipatam as taken from the Collector's accounts.			Receipts for remittances from other districts as taken from the accounts of the General Treasury at Masulipatam.			Total of both.		
	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.
In 1847-48	16,14,081	4	...	33,93,094	...	2	50,07,175	4	2
„ 1848-49...	14,47,528	...	11	27,69,574	2	6	42,44,102	3	5
„ 1849-50	12,72,613	9	3	28,47,685	12	11	41,20,299	6	2
„ 1850-51...	13,39,965	4	3	29,37,100	15	8	42,77,066	3	11
„ 1851-52	15,27,507	6	1	30,86,239	15	9	46,13,747	5	10
„ 1852-53...	16,17,829	15	1	24,92,492	12	11	41,10,322	12	...
„ 1853-54	17,02,531	...	11	22,34,002	...	...	39,36,533	...	11
„ 1854-55...	16,17,892	15	10	13,42,241	9	8	29,60,134	9	6
„ 1855-56	16,24,840	6	11	25,18,618	9	10	41,43,459	...	9
„ 1856-67...	16,07,610	15	4	21,96,302	8	3	38,03,913	7	7
	153,99,400	14	7	258,17,352	7	8	412,16,753	6	3

10. In paragraphs 19 to 53 of his Report, the Commissioner discusses the question of the size of the Districts in this Presidency, and comes to the conclusion that the following five should each be divided into two, Canara, Malabar, Cuddapah, Bellary, and Madura; in the course of the discussion Mr. Ricketts makes use of some arguments which the Government will notice in order, before they address themselves to the main question at issue.

11. In para. 24 it is said that the Statment given by the Board of Revenue of the labor of a Collector is not free from exaggeration, and that he does not make an annual Settlement with the ryots individually, the assertion being grounded on the fact that, in 1855, the practice of entering into engagements with the ryots at the beginning of the season, commonly called making a Dittum, was abolished. The Government will, in passing, notice that in his chapter on the Board of Revenue, the Commissioner appears to admit the fact which he now denies, for in para. 13 he says, "six sevenths of the agricultural population must, whether they desire it or no, have dealings direct with the Collector." Want of practical acquaintance with the duties of a Ryotwar Collectorate appears to have led the Commissioner into the error of confusing the Dittum with the Settlement; but, as is well known in Madras, they were separate and distinct proceedings, the Dittum being made at the commencement of the cultivating season, and the Settlement at its close, the abolition of the Dittum therefore in no way whatever invalidates the Board's assertion that an annual Settlement is made with each individual ryot. Nor is this fact contradicted by the assertion made by Government in para. 20 above, that no single individual need have personal dealings with the Collector unless he wishes either to enlarge or to contract his farm, because, although the personal attendance of the ryot retaining his lands as in the previous year is not required at the Settlement, the extent of his holding and his liabilities must still be entered in account, so that, although the ryot is not put to inconvenience, labour in the Collector's office is not thereby at an end.

12. Next, in paragraph 26, the Commissioner questions what he assumes to have been the policy of Sir Thomas Munro, "of increasing the size of districts in order to afford a justi-"fication for an increased rate of pay," and says that he "would have all districts of a manage-"able size, and pay for work done, and not for work avowedly undone;" in a former part of the same paragraph, Mr. Ricketts quotes an admission by the Board of Revenue, that Collectors were unable to do more than a part of the duties required of them, and affirms that "this is no ground for increasing remuneration," adding that "it would be as reasonable for a man who has "ploughed one acre to demand an increased price because he had been told that, if he could, he "was to plough two."

13. First, the Government will remark that they are not aware that Sir Thomas Munro ever increased the size of any district, or ever advocated the increase; he raised the pay of certain Collectors by making their districts Principal Collectorates, and placing Sub-Collectors under them, but this was done avowedly with the object of placing the Revenue branch of the service on a par with the Judicial, in which, at the time, there were Provincial Courts of Circuit and Appeal, with the Judges in which Principal Collectors were made equal in point of salary, as Collectors were equal to Zillah Judges, but the limits of no Province were extended by Sir Thomas Munro. And as regards the Commissioner's illustration of the position in which he supposes Collectors to be, of receiving pay for work they do not perform, the Government are of opinion that the illustration is not in point. The Collectors may not be able to do all that is required of them, but still, if by incessant toil and labor they do all that they can, they are entitled to the remuneration due to a laborious office, their labors are not less because there is yet more to be done, and the Commissioner's illustration would be fair, only if put in the following form; it is wished to have two acres ploughed, to plough an acre is a fair day's work, and entitles to a full day's wages; a man by rising early and working late, can plough an acre and a half, is he not to be paid for the extra half acre he has done, only because he has not been able to plough the two acres?

14. In paragraphs 37 and 52 the Commissioner appears to have fallen into two errors regarding the Ryotwar system of revenue administration, which it is desirable to correct before proceeding to the general question, because its decision is made by Mr. Ricketts, in some measure, to rest upon these erroneous suppositions. In paragraph 37, when speaking of the District of Carana, and the propriety of sub-dividing it, it is said that the Province is three hundred

Appendix No. 80 Collectors of Madras. 244.

miles long, and contains 71,419 persons, "paying revenue direct to the Collector;" from this it would be supposed, by any person unacquainted with revenue details, that each one of these seventy one thousand persons had to travel from one to three hundred miles to pay his tax to the Collector in person, whereas it is more than probable that the whole revenue is collected without many of them leaving their villages. Each head of each Village collects the dues from the landholders within that Village limits, and remits them to the Tahsildar, who, in his turn, sends the whole to the Treasury, and the length of the District occasions, in the item of paying the revenue, no inconvenience upon any single person.

15. The error referred to in paragraph 52 is contained in the assertions that, "it is "usual in the Bombay and Madras Presidencies to regard all classes coming between the "cultivators and the Government, as intruders immediately to be got rid of," and that "as "long as the worst Ryotwaree management shall be considered preferable to the existence "of any proprietary interest other than a ryotee interest, it will be necessary to regulate esta- "tablishments accordingly." This confusion between the cultivator and the ryot, the Government have noticed to be common in the views expressed in Bengal of the Ryotwar system of management, but nothing can be more erroneous. There are very many ryots holding from 30 to 3,000 acres of land, each having in his pay from 5 to 500 laborers, who cultivate his farm, it is with the ryot and not with the cultivators that the settlement is made, it is the ryot to whom the Government look for their revenue, it is the ryot whom the Government are gratified to see year by year growing richer and more substantial, and able to enlarge his holding, it is to his position that they desire to see all smaller proprietors rise, and to see it asserted that they desire to get rid of him, and to have no one between them and the cultivators of the soil, is an error too grave to be allowed to remain uncorrected in a paper of so much importance as the Commissioner's present Report.

16. The Government do not very clearly understand what the Commissioner intends in affirming that in Madras the worst Ryotwaree management is preferred to any proprietary interest other than "a ryotee interest;" the proprietary right of a ryot is perfect, and as long as he pays the fixed assessment on his land, he can be ousted by no one, there is no principle of Ryotwaree management more fixed or better known than this, and the Government deny that any right can be more strong; the right even to private personal property in England is subject to the payment of taxes, and it is no argument against a man's property in his carriage and horses, to admit that they may be seized and sold if he is a defaulter with his assessed taxes.

17. As regards the general question of the size of the Madras Collectorates, the Government regret to find that their opinion is wholly opposed to that expressed by the Commissioner, they admit, and have always admitted, that, as at present assisted, the duties of the Collectors are heavier than they can duly fulfil, that they are overburthened with details which could be adequately performed by officers of less experience, and that they have not the leisure to devote to the consideration of general questions of improvement, which, the interests of the people and of the State, make it so desirable that they should have. But admitting the existence of these evils, the Government have always argued, that their remedy was to be found in relieving the Collectors from the labor of minute details, by granting them more Assistants, and not in diminishing the size of Districts, they consider that the Madras Collectorates are not larger than one able and experienced officer can overlook and care for, if his whole time may be devoted to superintendence, that there is advantage in having considerable tracts of country under one officer, that the extent of his jurisdiction gives him consideration, adds to his authority, and by concentrating power in fewer hands, tends more to a unity of controlling system than would be practicable were the number of Collectors greater. In this Presidency, where the revenue depends much upon works of irrigation, it is very desirable that the sources of supply, should, as far as practicable, be within the same limits as the lands to be supplied, and every division of a District would make it less likely that this should be generally the case; the escape of offenders against the public peace is more easy when magisterial limits are confined, and that pride which all generous minds feel in being the depositories of high confidence, and in the successful administration of great trust, that feeling which leads to the most vigorous exercise of the faculties in order to justify selection for important office, and that interest in duty which is a sure guide to its successful performance, are all more fully excited by the possession of extensive authority, and are all of great value to the State.

18. Disapproving of the principle of the proposed measures, it is needless for the Government to say that its expense is an additional objection. In paragraph 29 of this Chapter, the Commissioner inserts a statement of the comparative expense of maintaining a District as at present, and when divided into two, and the increase is represented as Rs. 18,800 per annum; but this is not all, for in the 37th paragraph it is admitted that additional establishments would cost 3,600 rupees a year. This it appears to Government is a very small addition to make for dividing one Collectorate into two. The labor of a Collector's office would not be halved by halving the size of his District, many offices must be doubled, the pay of which could not be halved, and the length of reports, and the number of letters issuing from a Collector's office, do not depend upon the amount of the sums reported on, or the extent of the District rent roll or demand. But beyond this, new Cutcherries must be built, new Treasuries erected, new Guard houses, new Record rooms, new Jails, and all this at a time when the Government is so pressed for money, that Roads and Canals, Bridges and Aqueducts, Annicuts and Tanks, all are postponed, and the improvement of the country retarded, when even repairs are set aside, to the impoverishment of the country, the diminution of the revenue, and the certain eventual increase of expenditure. The Government do not follow the Commissioner into the detail of each District that he would divide, as they object to the principle of division, they look upon the measure as impolitic, and consider the time at which it is proposed to be singularly unpropitious.

19. The last subject discussed in this Chapter is the salaries of Collectors. The Commissioner proposes that there shall be two classes of Collectorates, the one containing fourteen Districts in which the Collector's salary shall be 23,000 Rupees a year, the other containing nine districts with an annual salary of 20,000 Rupees. Ganjam and Vizagapatam are separately treated, and will be noticed hereafter. The subject is opened by the Commissioner by a quotation from a Minute recorded by the Right Honorable the President on the 4th of December 1856, in which His Lordship gives at length his reasons for believing that the Collectors are not over-paid, reference is made to the position they hold in the country, to the labor of their office, to the period of service at which they obtain a Collectorate, and to the fact that, from the paucity of higher offices, but few Members of the Civil Service attain a more remunerative position. His Lordship shews how desirable it is that Europeans in India should be in circumstance to marry, and how great are their expenses when married, that Members of the Civil Service cannot save money until they obtain a Collectorate or Judgeship, and that after attaining that position, the whole amount that they can save, gives them but a competence when, from broken health and shattered constitution, they return at last to England. The President urged further that it was highly inexpedient to shake the confidence of its servants in the Government, that the means of maintaining a position were as necessary as even moral and intellectual worth for the purpose of controlling and directing men, and that now that the service was open to public competition, it has become more than ever necessary to maintain a high tone of moral feeling among its members, while it would inevitably be lowered by a diminution of public salary.

Para 58.

20. These arguments are met by the Commissioner in the following words, " will Rupees 19,666 per annum, procurable after " from eleven to twelve years' service, tempt young men of educa- " tion and honor, young gentlemen, to devote their lives to service in India with all its admitted " deprivations and drawbacks ? I believe it will. Could a man out of Rupees 19,666 per annum " live in a manner befitting the Magistrate and Collector of a District, with a million of inhabi- " tants, feel easy in his circumstances, and maintain the position necessary for the purpose of " controlling a large body of people ? I believe he could; but I readily admit there must be " steady economy in every part of his establishment, especially if there is a family to maintain."

To this the Government reply first, that a Collectorate is not obtained after eleven or twelve years' service, but after nineteen or twenty, the youngest Collector at present is of twenty one years' standing,* and the youngest Judge of twenty five years †; secondly, that none are suddenly bad, but that those who come out " young Gentlemen," may, by straitened means and hopeless prospects, fall into temptation; thirdly, that whether a Collector and Magistrate could maintain a proper position on the salary proposed, is matter of opinion, and one on which the opinion of this Government differs from that of the Commissioner; and lastly that, the admission that " there must be steady economy in every part of his establishment,"

* *Mr. Fisher.*
† *Mr. Irvine.*

shews that the position that the Commissioner would assign to the Collector, is not one which Asiatics would appreciate, or look up to, or respect.

21. The Commissioner does not touch upon the question of the annuity offered to the Civil service; it was proposed on the supposition that the fine to be made good before the annuity was taken, would be paid by deductions from salary while the annuitant was in office; at the present moment it is found that, on the completion of 25 years' service, the time necessary to qualify for annuity, out of the total sum of Rupees 60,000 which is to be made good, only about 23,800 Rupees have been subscribed, and it is evident that it will be a mockery to offer annuities at all, if the Commissioner's proposals are sanctioned; not only will the sum subscribed at the close of 25 years be much smaller than at present, but the power to make up the balance will be gone, retirements will be at an end, promotion will be stopped, and the evils of reduced salary will be increased by the non-advance of the service.

22. Mr. Ricketts argues* that there can be no reason to give a Collector in Madras a higher salary than a Collector in Bengal; this point the Government will not argue, they believe that the position and duties of the two officers are very different, the Collectors in Bengal have smaller Districts and less work, they obtain promotion earlier, and have Revenue Commissionerships as well as a Revenue Board to rise to; but it is sufficient for this Government to state their opinion regarding the service of this Presidency, and this they will immediately do, having first occasion only to remark, with reference to the Commissioner's admission of the slow promotion in Madras, and his recommendation that the service should memorialize to share with Bengal and the North West Provinces the appointments in the Punjab and Oude, that in 1849† such a memorial was presented to the Governor General by a large body of the service, and led to no result.

* *Para.* 60.

† *5th May.*

23. In dealing with the general question of Collector's salaries, the Government must refer to that part of the Commissioner's report which proposes to regulate the pay of the Judicial service, because it appears that he intends that some of the Civil and Sessions Judge shall retain their present emoluments, while those of all Collectors are reduced. To this principle of placing the Revenue officers in a position of lower estimation than those in the Judicial service, this Government must very pointedly demur; the subject has been before most fully argued by Sir Thomas Munro, and although the Government do not doubt that his views are generally known, they consider it expedient, on an occasion like the present when the question is again brought up for decision, that the opinions that able man recorded should be prominently put forward.

Sir Thomas Munro said, " we shall do nothing unless we raise the Revenue to a level with " the Judicial line, if we do not, every man who has friends or talents will run into the Judicial " line." " The great exaltation of the Judicial above the Revenue line for the last twenty years, " has been extremely unfavorable to the production of men conversant with Revenue details and " the customs of the country, but we may undoubtedly have them by raising the Revenue line, " and making it an object of ambition to men of talent. The great depression below the Judi- " cial in point of emolument, has been very injurious to the service, it has been very gradually " making a distinction between first and second rate men, those who have talent or interest " being employed in the Judicial, and those who have little of either in the Revenue; the dis- " tinction, though not avowed, is notorious, and it must be remedied by bringing them to the " same level. However important the duties of a Judge may be, they are, in this country, not " more important than those of a Collector, who, with the exception of the Judicial functions, " exercises the whole internal administration of a province, and has occasion for much more " varied qualifications; the designation is an unfortunate one, and ought to be changed, as it " leads to the belief that the collection of the revenue is his sole duty, and that he is a mere tax- " gatherer. The collection of the revenue is a very subordinate part of his duty, its distribution " is a much more important one. His duty extends over every branch of the finance, its influence " is felt in the prosperity of the inhabitants, he watches the operations of different existing taxes, " and points out such as are oppressive, that they may be lowered, or altogether abolished, and also " such as may be augmented without inconvenience. In every country the amount and distribu- " tion of taxation, are perhaps the most important concerns of public authority, there are no others, " on which, as on them, the universal comfort and prosperity of the people depend. In this

" country the management of the taxation rests almost entirely with the Collector, for he is the " only channel through which the Government can obtain any tolerably correct information on " the subject, and it is chiefly from his opinion that their own must be formed. An officer from " whom so much is required must not be looked for in a class which is not at least equal in rank " and emolument to any other in the service. In order to secure a succession of men qualified to " discharge properly so important a trust, we must place the Revenue on an equal footing with " the Judicial line."

24. The same views were expressed in an able Minute recorded by Sir Thomas Munro on the 22d of January 1821, when proposing the establishment of Principal Collectorates for the purpose of placing the revenue more on a par with the judicial branch of the service.

25. With these opinions of Sir Thomas Munro the Government most entirely agree. They are satisfied that the Central Government of the Presidency must be represented in the Provinces by some one officer, and that it is the Collector and not the Judge, who should be their representative. They cannot doubt that the officer who holds this position, if not himself superior to all, should at all events himself have no superior, they know that respect in all countries is much guided by worldly means, and feeling confident that to place the Collector in a lower position in point of salary than the Judge, will at once diminish the respect in which his office is now held, they deprecate the measure, as uncalled for, impolitic and unwise.

26. The Right Honorable the President has already, in the Minute referred to above, and largely quoted by the Commissioner, recorded his opinion against a diminution of the salaries of Collectors. The subject is one of considerable importance, not only as it affects the whole of the Covenanted Service, but as connected with the general welfare of the country. It appears to the Government that a very narrow view of the question is taken if the discussion be confined to the cost of this or that establishment, some measures of economy may be most expensive to the State, and the Government of India could perhaps hardly make a worse bargain, than to save a few thousand Rupees a year, at the cost of the zealous, energetic, cheerful performance of duty by the Collectors of Ryottwar Districts, could hardly commit a greater financial error, than slightly to diminish their expenses, while alienating the confidence of their servants.

27. The Government have dwelt on this part of the Commissioner's Report at considerable length, because they are impressed with a deep sense of the importance of Collectors' duties, and of the impolicy of either so regulating the salary of the office in comparison with others, as to give inducements to men of ability to forsake the Revenue line of the service, or of underpaying a class of public servants on whom so much depends, and from whom so much is required. " It " is on a right administration of the revenue that the prosperity of the country chiefly depends, " if it be too heavy, or very unequally distributed, its effects are felt in every department, trade " is depressed as well as agriculture, numbers of the lower orders of the people are driven by " their necessities to seek a subsistence in theft and robbery, and the better sort become dissa- " tisfied, and give no help in checking disorder. The roads become unsafe, and the prisons " crowded, and we impute to the depravity of the people, the mischief which has probably been " occasioned by injudicious taxation, and the hasty abolition or resumption of long established " rights and privileges. It is only in the Revenue line of the service in the Provinces that the " Officers of Government can completely see and understand the internal structure and adminis- " tration of the country."

28. The Right Honorable the Governor in Council considers that the views of Sir Thomas Munro are entitled to very great weight; no one has ever known Southern India better, very few have ever known it so well, his knowledge was practical, and was gained in the actual performance of those duties, on the great importance of which, when afterwards at the head of the Government, he so ably recorded his opinion. The Commissioner has, from circumstances, been without that practical acquaintance with the matters discussed in this chapter of his Report, which the Government consider to be necessary to a correct appreciation of them; he has resided in Madras, and on the Neilgherry Hills, he has not seen the working of a Ryottwar Collectorate, and his Report in more than one instance, shews a want of that information which a practical acquaintance can alone give; some instances of this have already been noticed above, and a strong one is found in that part of the report, which, treating of the Judicial office, says, " it might be supposed that in a country six sevenths of which was under a Ryottwar "system, there would be but little business in the Courts connected with land," a supposi-

tion which shows an entire misappreciation of the Ryottwar tenure, in which, this Government need hardly observe, there is nothing to prevent land becoming the subject of civil action equally with any other private property whatever.

29. The Government will not add to the great length to which their remarks on this chapter have already run, further than by repeating, in the strongest terms, their sense of the impolicy of lowering the Revenue line of the service of this Presidency, by making it less remunerative than the Judicial line, their opinion of the great importance to the welfare of the country of an able administration of the Collector's office, their full appreciation of the arduous nature of the office, and their conviction that, considering the expenses necessarily attending it, the importance of making it respected in the eyes of the people, the period of service at which it is attained, and the fact that but few members of the service ever attain a higher position, it is not, at the present scale of remuneration, at all too highly paid.

30. Adding the increase recommended by the Commissioner in this chapter to that which would follow the changes he has proposed in substituting Commissioners for the Board of Revenue, it appears that the result of his investigations would be an annual addition to the expenses of the State of about Rupees 2,87,400.

(True Extract)
(Signed) H. FORBES,
Acting Secretary to Government.

Appendix No. 81.
Collector of the Town of Madras.

REVENUE DEPARTMENT.

No. 1354. C.

Extract from the Minutes of Consultation, under date the 24th December 1857.

Read the following Report from the Commissioner for the Revision of Civil Salaries and Establishments.

(Here enter No. 6 on the subject of Collector of Madras.)

Mr. Ricketts proposes that the salary of the Collector of Madras should be reduced from Rupees 28,000 to Rs.20,000 per annum, on the ground that the office is apparently a very light and easy one.

2. The salary of the office was reduced, in 1843, to its present scale of 28,000 Rupees, and, since the reduction, the duties and responsibilities of the Collector have been greatly increased, owing to the augmentation of the revenues from 9 lacs in 1844 to 13 lacs in 1854, they will be still further increased by the growing development of the salt trade, consequent on the facilities for inland transport afforded by the Railway. The duties of the Collector have also been enhanced by the operation of the enactments noted in the margin, the latter of which is not only attended with considerable trouble, but is likely, in cases of error or oversight, to involve the Collector in legal proceedings which it is, on every account, desirable to avoid. More than ordinary care and caution, in matters of detail are requisite on the part of the Collector of Madras, who should be an officer of standing, experience, and judgment.

XII. of 1851 *Madras Revenue Act.*
XIX. of 1852 *Abkarry Act.*
I. of 1854 *for taking land.*

3. It was with particular reference to this consideration that the Honorable Court, in a Despatch dated so late only as 18th July 1855, consented to the salary of the office being retained on its present scale, in the following terms ; " In consideration of the largely increased " amount of the revenue of the Collectotate of Madras, and of the extended duties which, under " recent enactments, have been entrusted to the officer in charge of it, and with especial reference " to the circumstance that a reduction of the salary would have the effect of consigning the of- " fice to young and inexperienced hands, we have resolved to withdraw the orders given in our " Despatch of the 23d April (No. 8) 1845, and to permit the appointment to remain on its pre- " sent footing."

4. It is alleged that the duties of the Collector of Madras are not so heavy as those of a Collector in the provinces ; but it must be remembered that, while the latter is assisted by two or three Covenanted officers, the former has no such agency at his disposal.

5. Taking therefore all circumstances into consideration, and adverting to the fact that living in Madras is very far more expensive than in the Provinces, the Governor in Council is of opinion that, in order to secure the services of an officer of standing and experience, and to provide against a frequent change of incumbents, the salary of the Collector of Madras should be the same as that now given to the generality of Collectors in the Provinces, viz. 28,000 Rupees per annum.

(True Extract.)

(Signed) H. FORBES,
Acting Secretary to Government.

Subordinate Officers Revenue Department Madras Appendix No. 82.

285.

REVENUE DEPARTMENT.

No. 1354. D.

Extract from the Minutes of Consultation, under date the 24th December 1857.

Read the following report from the Commissioner for the Revision of Civil Salaries and Establishments.

(Here enter No. 7 on the subject of Subordinate Revenue Officers.)

1. The Commissioner's Chapter read above is devoted to the subject of the assistance received by Collectors in the performance of their executive duties, and as regards the number of subordinate Revenue officers, the views of Government have of late been more than once recorded at considerable length; these views will now be briefly referred to, and the opinion of Government on the reduction proposed in the salaries of the Covenanted officers will be given.

2. It has, for some time, being very obvious to this Government, that the Collectorates are insufficiently served, that the Collectors are so overwhelmed with details as to have no time to devote to their more proper duty of supervision and control, and the consideration and introduction of general measures of improvement. After a correspondence on the subject with the Board of Revenue, it was resolved that the remedy for the evils from which all districts were suffering, would be found in a large introduction of Uncovenanted Agency, and the appointment of sixty Deputy and Assistant Collectors was very strongly recommended to the Government of India in a letter dated the 13th of August 1855. This letter is so recent, and is so largely quoted from in the Chapter of the Commissioner's report now under review, that it is not necessary to recapitulate its contents. The state of business in the Provinces was fully laid before the Government of India. The losses annually sustained by the people and the Government, in consequence of the exactions of the village servants, and the frauds at which they connived, were broadly stated, and the opinion of the Government was given that the charge for the Establishment, would be fully replaced, by the cessation of those practices, which there is too much reason to fear now divert no inconsiderable portion of the revenue from the Public Treasury.

3. To this letter, which as is said above was dated the 13th of August 1855, no reply was received up to the 7th of June 1856, when, under a strong conviction of the urgent necessity of affording the overworked Collectors in the several Provinces assistance in the performance of their many heavy duties, the Government again addressed the Governor General in Council, and earnestly pressed for leave to appoint at least eighteen Uncovenanted Deputy Collectors, to make up in some measure for the deficiency of Covenanted Assistants of which all Collectors complained; the same request was repeated on the 6th of the following month of August.

4. On the 24th of October 1856, the orders of the Government of India were passed; the smaller number of 18 Deputy Collectors, applied for by this Government as an instalment of the whole number required, was sanctioned as if it were a final measure, but coupled with the condition that the office of Sheristadar and Naib Sheristadar should be abolished in those Districts in which the new class of officers were employed.

5. A correspondence followed between the Government and the Board of Revenue and the Commissioner for the Revision of Civil Salaries and Establishments, which resulted in a conviction on the part of this Government that they would be placing their Collectors in a condition less favorable even than at present, by granting them one inexperienced and lowly paid Uncovenanted Assistant, and depriving them of their experienced and highly paid Sheristadars. A representation to this effect however, which was made to the Government of India, with a request that the condition they had annexed to the sanction for the employment of 18 Uncovenanted Deputy Collectors might be withdrawn, was ineffectual, and in a letter dated the 30th of September 1857, the decision of the Governor General in Council was conveyed, that the new appointments should be made only on the abolition of the office of Sheristadar, and as this was not considered expedient by the Government of Madras,* particularly at the present crisis of affairs, their Provinces remain as much underofficered as before.

* *Vide Minute by the Right Honorable the Governor dated 9th in Cons. 25th August* 1857.

Paras. 13, 14, 16, 17, 18.

6. The Commissioner very strongly seconds the views of this Government as to the necessity for more aid in the administration of the Revenue than is at present at their disposal, and is of opinion that 68 Uncovenanted Deputy Collectors should be allowed; the Governor in Council has so often, and so fully, expressed his opinion on the question, that he considers it unnecessary on this occasion to repeat what has so recently been placed on record; each day's experience shews, only more and more strongly, the necessity which has been so pointedly urged, and it is a satisfaction to His Lordship to find the views of the Government so entirely borne out by all that the Commissioner has said.

7. On the reduction which the Commissioner proposes in the position and pay of the subordinate Covenanted officers of Government, His Lordship in Council is not disposed to dwell; the arguments which have been already used, when reviewing the Commissioner's Report on the salaries of Collectors, apply in great measure to the present question also; if it be necessary that the European officers in the Provinces should be looked up to with respect and consideration, it is as necessary in the case of the Assistant and Sub-Collector as of the Collector himself; if it be necessary that the one should be able to devote his time and attention to his public duties, unhampered by the cares of a two nice economy, it is necessary also for the other, marriage is desirable for both, and it cannot be accomplished without means; a high tone of moral principle, which all experience shews is weakened by temptations offered to those in needy circumstances, should be early fostered in those entering the Public service in India, should grow with their growth, and strengthen with their strength, and some hope, however distant, of one day being able to leave India, and retire to England, should not be altogether withheld from the younger members of the Civil Service, to cheer them on their path, and induce them fully to keep up communication with their friends in their native land.

8. The Commissioner proposes that the highest grade of Subordinate shall receive 9,600 Rupees a year. Mr. Ricketts has himself admitted that circumstances in this Presidency, circumstances over which the Government have no control, and from which the Civil service has tried in vain to extricate itself, retard the attainment of a Collectorate till a period of 23 years has been passed in the public service, so that it is obvious that this rate of salary, viz. 800 Rupees a month, would, under the present proposal, be all that a Revenue officer could look to, until he had more than completed the whole service which, under his covenant, he is called upon to pass in India, after 22 years' residence he might go to England and wait for his annuity, supposing him to be able to pay for it, having never, throughout his whole career, received a higher salary than 800 Rupees a month.

9. The Government consider such reductions in the lower branches of the service as highly impolitic, as utterly deadening to all zeal in the performance of duty, as leading inevitably to debt and embarrassment, and as an entire departure from the policy which has, for half a century, enabled the Civil service to point with pride to the unspotted purity of its members.

24th Decr. No 1353.

10. The Government observe that the Commissioner proposes to remunerate a proportion of the Uncovenanted Deputy Collectors on the same scale as the Covenanted subordinate and Assistant Collectors. The question of the necessity for, or the propriety of this assimilation has very lately been separately discussed; the views of Government have been recorded in entire opposition to those propounded by the Commissioner, and the Governor in Council is satisfied to refer to that record, and considers it unnecessary to repeat his arguments here. Before closing their review of this Chapter, the Government will briefly refer to the arguments adduced by the Commissioner in paragraph 9, to shew that a Collector does not, in point of fact, himself make an annual settlement with every ryot in his District. The Government admit the fact, but had not anticipated that such an admission would be demanded; when it has been said that, in a Ryotwar District, an annual settlement is made with the ryots by the Collector, it had not occurred to Government to suppose that any one imagined that the Collector, as an individual, made the settlement with each individual ryot; this however appears to have been the sense in which the

Commissioner has understood the theory of the Ryotwar system, and it is therefore necessary at once to admit that the impossibility wich Mr. Ricketts shews that it would be, has never been attempted in Madras.

11. At the commencement of the cultivating season each ryot declares what land he wishes to resign, or what new land he wishes to take up; the extent of each man's holding, with the assessment upon it, is entered in account by the Curnum, and, at the annual settlement, the Curnums of all villages are assembled, their accounts are examined by the Collector's establishment, and the puttah of each ryot, made up in accordance with his holding, is prepared, and given in the Collector's presence. At the time of distribution, the amount of each man's liability is read aloud when the ryots' names are called, they have the opportunity of making to the Collector any representation they may please, and although the original account of the ryot's holding is no doubt prepared by the Curnums, it is scrutinized in the Collector's office, which, for the purpose, visits each talook in turn, every ryot is told his liability at the time he receives his lease, and any doubt he may have upon the matter, is cleared up upon the spot in his presence. The calculation made by the Commissioner of the number of minutes which can be devoted to each man's settlement, is apparently based on the erroneous supposition that every one of the 2,44,011 persons who, in Coimbatore, pay revenue to Government, is entitled to a separate settlement. Those only are so entitled who hold land direct from Government, and under tenants do not receive a puttah, nor is a settlement made with them. For the sake of simplicity and the punctual realization of the revenue, it is generally collected from these under tenants by the Government officers direct, and hence the number of persons paying revenue is large, but it is a mistake to suppose that a settlement is made with any but those who hold land of Government. The Commissioner refers to Coimbatore as the District in which 2,44,011 settlements are supposed to be annually made by the Collector, but the report on the settlement for Fusly 1264, published by order of Government, shews that the number of puttahs, or what is the same thing, of settlements, was 51,310 or not much more than one fifth of the number named by Mr. Ricketts; of this total number also, 46,040 remained unaltered from the previous year, so that only 5,270 ryots were required to attend to receive fresh puttahs.

12. In the same paragraph, the Commissioner says that "the azmaish, or testing of the Curnum's work is practically a farce;" the following fact will shew that, on this point, Mr. Ricketts is very much in error. In a letter to the Board of Revenue, dated the 13th June 1856 No. 54, the Collector of Cuddapah applied for some additional Carcoons, and founded his request mainly on the great advantages which the Government would derive from a stricter examination of the cultivation, as a check on the Curnum's returns. In proof of the soundness of his anticipations, the Collector shewed that, in the three Fuslies 1262, 1263, and 1264, examination by such servants as his limited establishment enabled him to depute, had resulted in bringing to account, cultivation omitted by the Curnums to the amounts of Rupees 21,165, Rupees 24,498, and Rupees 31,952, sums sufficiently large to prove that the Commissioner was under a misapprehension in believing that the azmaish was "practically a farce."

(True Extract.)

(Signed) H. FORBES,

Acting Secretary to Government.

288.

Appendix No. 83.
Sheristadars of Madras.

REVENUE DEPARTMENT.

No. 1361. E.

Extract from the Minutes of Consultation, under date the 24th December 1857.

Read the following papers.

Report from the Commissioner for the Revision of Civil Salaries and Establishments. } (Here enter No. 8 in the subject of Sheristadars.)

Minute by the Honorable Mr. Elliot. ..... (Here enter 24th December 1857.)

The Commissioner has devoted a separate chapter (recorded above) in his report to the Sheristadars employed under the Collectors in this Presidency. As was the case in the other subjects discussed by Mr. Ricketts, this matter has also lately received the attentive consideration of this Government, and their opinions upon it have been already recorded at lenth; these opinions will be briefly recapitulated below, but the Government will first notice in order the remarks offered by the Commissioner.

2. The Chapter opens with a long quotation from a Report made by the Board of Revenue to Government on the 22nd of January 1855, in which, with reference to a proposal to introduce Uncovenanted Agency, and to place the Sheristadar's office on a new footing, they entered at some length into the position now filled by those officers in a Collector's Cutcherry, and recommended that, on the introduction of the new class of Deputy Collectors, for sanction for whose appointment application had been made to the Government of India, the Head Sheristadars should be vested with powers and responsibilities, corresponding with their ostensible position, namely that of office Manager and Head Native Accountant, that their salaries should be eventually reduced, and that the office of Naib and Assistant Sheristadars should be at once abolished.

3. The Commissioner shews the position which the Government in 1851 considered should be held by Sheristadars, with the fullest access to the accounts and records in every branch of the Collector's Office, with responsibility attached to them in every department, and with the duty incumbent on them to lay before their superior, in writing, any information they might obtain of malpractices wherever existing. Mr. Ricketts shews that in 1816, the pay of these officers was raised, the Board of Revenue and the Government having agreed with Colonel Munro that "the only effectual remedy for the prevalent abuses on the part of the Native servants, was that which was applied with so much wisdom and success, to prevent abuse "among the European servants of the East India Company, and which certainly was the "foundation of that distinguished character which the Civil Service has since acquired, namely, "to interest them in the upright discharge of their duty, by placing them above the temptation "to betray their trust."

4. The Commissioner affirms that it is "generally admitted that the system has failed," he says that "it could not be otherwise," and "that the system is rotten;" immediately afterwards however he quotes from a speech delivered in the Legislative Council by Mr. Daniel Eliott, in which, on many accounts, he "deprecates the abolition of the office of Sheristadars," and from Minutes recorded by Sir Henry Montgomery and Mr. Walter Elliot, in which both argue warmly in favor of their retention. The practical experience of these authorities in the Revenue business in this Presidency, ranges over from thirty-three to forty years, but the arguments used in favor of retaining the Sheristadar's office by Mr. Daniel Eliott, and Mr. Walter Eliott and by Sir Henry Montgomery, have no other effect on the Commissioner's mind, than to confirm him in the opinion that the office is the "the root of all the evils which beset the Madras "Revenue system," and he believes that, rather than retain the office, it would be better to remove all the Covenanted Collectors, and to appoint the Sheristadars to be Colloctors, on the full pay now given to their European superiors.

29th November 1856.

Para. 10.

5. The Commissioner's final proposition is, that all the present Sheristadars should be retained, and that five should be added for the five new Collectorates he proposes to create, but that their pay should be reduced to sums ranging from 80 to 175 Rupees a month, from the present rates of from 80 to 700 Rupees.

Para. 15.

6. The Government are not prepared to deny that there may be various faults in the present system, but it appears to Government to be quite certain that the Collectors must and will have some Native servant in their office to whom, on many points, they may look for information that would not reach them from any other quarter. It is idle for a European to suppose that he can, of himself, without aid, counsel, or assistance, learn all that is thought, and felt, and all that is going on, and contemplated, among the hundreds of thousands of Hindoos by whom his District is peopled. We live among the people, but are not of them, our habits, feelings, thoughts, pursuits, and interests, are all separate and distinct, and it is, in the opinion of Government, unquestionable, that an English Gentleman, placed at the head of a Province, unprovided with any confidential servant from whom he might seek information, and with whom he might advise, and thrown wholly on his own resources, would be very ignorant of the real state of his District. Late events appear to the Government to shew this clearly; throughout Bengal and the North West Provinces, rebellion and Military mutiny had been in organization for months, without the officers of the Government, Civil or Military, having suspicion of the fact; the matter was known to thousands and hundreds of thousands of Hindoos and Mussulmans, but not a rumour or a whisper reached the ears of authority, and now even, when rebellion and mutiny have run the course which was commenced six months ago, nothing authentic is known of their origin or cause, and all is still surmise.

7. But be this as it may, the Government repeat that the Collectors will and must have some confidential servant on whom they will, more or less, rely for information and advice; it may be one of the Uncovenanted Deputy Collectors, or the office Manager, the position which it is proposed that the Sheristadar shall henceforward fill, but in this latter case, the sole change effected will be in name, and in the substitution of a low paid irresponsible servant, for a higly paid official, feeling that, by a special declaration of Government, a heavy responsibility rests upon him.

Extract Minutes Consultation 12th May 1851.

8. The Government are doubtful how far it would be politic to make a change in name and in salary only, when duties remain unchanged; if hereafter, when the Uncovenanted aid they have so urgently pressed for has been granted, and the new officials shall have become acquainted with their duties, and reforms in the administration have simplified the Collector's work, they should find that the Naib and Assistant Sheristadars may be abolished, they will at once adopt the measure; but in the face of the recorded opinions of the officers who have served the longest, have attained to the highest positions in the Presidency, and have had the largest experience in Revenue administration, they are not prepared at once to adopt a change, which in the paper now before them is supported only by the Commissioner's assertion, that his opinion in favor of the abolition of Sheristadars is confirmed by hearing the arguments in favor of their retention.

9. In addressing the Government of India on the 13th of August 1855, on the subject of the Uncovenanted aid required in the Provinces of this Presidency, allusion was made to certain proposals of the Board of Revenue for the eventual change in the position to be filled by Head Sheristadars on the appointment of Deputy Collectors. In these views the Government generally coincided, but were not prepared to advocate immediate action upon them. The Government then said that "under the "new arrangements contemplated, by which the Collector will be "relieved of much of the detail work now laid on him, and be furnished with other competent "Assistants qualified to exercise independent and responsible authority, the necessity out of "which the present position and functions of the Head Sheristadars arose, will in a great "measure cease. Eventually the change proposed by the Board may probably be introduced "with advantage; but the Government are not of opinion that it would be expedient to take "any steps for bringing it about immediately, or till the new class of servants shall have become "used to their duties, and their value shall have been proved. Indeed, the very creation of the "new class of appointments will tend materially to bring that change gradually into operation; "for periodical augmentation of salary will in great measure cease, as Sheristadars are promoted "to the post of Assistant or Deputy Collector, and the very existence of able officers in these "classes will diminish the dependence of the Collector on his Head Sheristadar."

Para. 16.

"The Board also propose to abolish at once the appointments of Naib Sheristadar and "Sub-Collector's Sheristadars; but the Government are of opinion that this change also should

"be introduced only after the lapse of time, and when the new Deputy and Assistant Collectors "have become somewhat habituated to their duties. These changes, when made, will effect "some reduction of establishments, though not immediately; and adverting to the statement "above in the beginning of para. 12, that no part of the cost of the new class of officers can be "met by reductions, the Governor in Council would observe that the saving to be accomplished "by any alterations affecting the Sheristadars, ought to be applied, in his opinion, to increasing "the salaries of the Tahsildars who are now sadly underpaid, and who, in their low salaries, "combined with the travelling and other expenses necessary to the performance of their duties, "find a plea which under the low moral tone of the public among whom they move, excuses or "even justifies the irregular practices in which they notoriously indulge."

10. From what he says in the 10th, 11th and 12th, paragraphs of this Chapter, it would appear that the Commissioner believes that the Sheristadars are in office chiefly to direct the Collectors, in fact to hold them in leading strings, but this view of the subject will not be found consistent with fact. Although a Collector may at times have need to ask the opinion of an old, able, and experienced native servant of the State, what he mainly wants is, not advice but information, information on which he can rely as coming from an experienced, intelligent, and responsible source. Living among a foreign people, a Collector under the most favorable circumstance must be much in the dark without a trustworthy informant who mingles with the people, knows their wishes and opinions, and the character of the leading inhabitants and native servants. To ensure true information on these points, the informant must be a well educated and well paid man, whose own interests are mixed up with the tranquillity, contentment, and prosperity of the district, and whose position and expectations place him above temptation. The position may be hereafter filled by one of the Uncovenanted Assistants, but their number, for general purposes, will then be diminished; until however the highest class of this description of officer shall have been sanctioned, and their efficiency proved by experience, this Government cannot but consider that it would be most impolitic to reduce the emolument and the position of the only well paid office in the Revenue Department open to native officials in the Madras Presidency.

(True Extract.)

(Signed) H. FORBES,

Acting Secretary to Government.

Appendix No. 84.
Serishtadars of Madras.

Minute by the Honorable WALTER ELLIOT,

The Commissioner makes some remarks in this paper on the opinions offered by me regarding Head Serishtadars, which appear to call for a few observations from me.

Mr. Ricketts takes exception to the assertion that a Collector requires a ministerial officer of trust and ability at the head of his Cutcherry, charged with the responsibility of the vernacular accounts and records. He considers that if a Collector is relieved from the pressure of his present heavy duties, he will not require such an officer, that it is unnecessary for him to scrutinize minutely the proceedings of his Assistants, or as he terms it to have them "overhauled by the Serishtadar," that it will be sufficient for "an ordinary Gomashta to see that the figures are correct, and not to meddle with the settlement,"—"to test additions and subtractions, but not to enquire whether the Settlement officer was right in ordering a rental to be reduced or increased;" he ridicules the idea of scrutinizing the accounts of a ryotwari settlement at all, involving as he fancies it does, 217,872 separate accounts, "and it is the impossibility of check by any "trustworthy officer," he adds, "that makes the settlement virtually that of the Monegar and Curnum."

If a Ryotwar settlement were such as it is here represented, I should not have another word to say. I should feel bound to admit that Serishtadars were useless, and the attempt to secure an accurate settlement, by that, or any other means, an absurdity.

But it is because a Ryotwar settlement is not what the Commissioner supposes, nor a Serishtadar's duties such as he describes them, that I venture to reiterate my opinions.

From the language employed by Mr. Ricketts, and by others equally unacquainted with the tenures of Southern India, it seems to be thought that a Ryotwar settlement is an ill conceived impracticable mode of assessing the Land Tax, invented by Madras Revenue officers, and maintained in the face of reason and argument.

But nothing can be further from the fact.

An individual settlement with each tax payer has been the practice of Southern India from time immemorial. We found it on our acquisition of the country, and we continue it because we will not destroy the just rights of the people. Every ryot is the absolute proprietor of the land he occupies. He holds it by the tenure of paying the land-tax, and while he does so he cannot be disturbed. In most districts this tax is a fixed money demand, in others it is a given share of the produce determined on recognized and well understood principles. But in every case the ryot settles directly with the Sirkar, he is free from the intervention of any middleman.

As a general rule, the ryot holds the same lands from year to year. Frequently they will be found to have remained in the same family for generations.

But changes must and do take place from time to time. The circumstances of individuals require holdings to be enlarged, contracted, or relinquished altogether.

The adjustment of these constitutes the business of the annual settlement.

The Collector is further required at the same time to consider claims for remission, to scrutinize arrears, to examine encroachments, to settle conflicting claims for possession, to decide disputed boundaries, to guard against fraudulent omissions on the part of local officers, to protect the ryot from extra demands, &c.

But the accounts of the greater number of the ryots are not touched. It is only necessary to see that the entries relating to them are the same as in the previous years, and that their receipts and puttahs have not been tampered with.

If we possessed an accurate register of the land, and if the assessment had been regulated and placed on a permanent basis, such duties as those above noticed would be simple and easy enough.

But the Revenue accounts, both of the area and the land tax, are those which have descended to us from the Native Governments which preceded us.

They are imperfect, and abound with errors. Measurements, originally roughly made, have become more and more inaccurately recorded through the carelessness or dishonesty of the village Accountants. Influential individuals, in the lapse of time, have contrived to evade their

proper share of the public burthens, and to throw a larger portion on their poorer neighbour. In all countries the tax payer is prone to evade the public demand. When the village officer combines with the ryot for such a purpose, the local Revenue officers, often inadequately paid, are too ready to make common cause with them, and where the superintending authority is deficient in vigilance or energy, the consequences may be imagined.

The Revenue accounts are kept in the vernacular dialects. In some districts* two languages are in use. Until within the last two years they were written on small sheets of paper, either kept loose or pasted together forming a long roll,—or they were engraved on slips of palm leaf. Now, it is ordered that all public documents should be written on paper in printed forms, but still the village Accountants keep all subsidiary details according to the old practice.

*Ganjam.
North Arcot.
Bellary.
Salem.
Canara.

It is easy to see how favorable such a state of things must be for purposes of deception and concealment.

And it is against advantage being taken of such facilities that the Collector has to guard.

No European officer, however well versed in the Native languages, is competent to consult such vernacular accounts to good purpose. Even native linguists find difficulty in reading manuscript papers of districts to which they are strangers. When acting as Commissioner in the Guntoor Circar in 1845, where the records are kept in Telugu, my temporary office was composed of Native Revenue officers from Cuddapah where the same dialect prevails, and although several were men of great intelligence, they experienced considerable trouble in deciphering the peculiar style of writing practised in that part of the country.

The services of an officer of the status and character of a Head Sheristadar have always been considered necessary to enable Collectors to cope successfully with the description of duties above noted. So essential did Sir Thomas Munro consider the scrutiny of Native Revenue accounts by able Native Accountants to be, that one of the earliest acts of his Government was the addition of a native Cutcherry to the Board of Revenue under the ablest Head Serishtadar available in the Mofussil, to check the accounts received from Collectors.

Of one thing I am very sure, that unless such accounts are examined with the aid of such an agency, they will not be tested at all.

At present every Collector is expected to subject the settlements of his Assistants to such a test and to make the settlement of one of their talooks and of one of his Sub-Collectors every year, with a view of carrying out his scrutiny more effectively.

It will not be asserted that such supervision would be less necessary in the case of Uncovenanted Deputy Collectors.

I have already said that the difficulties which beset a Collector at present would in a great degree be removed by a survey and revision of the assessment.

Representations of the necessity of such a work have been incessant ever since I entered the service and long before.

But the measure has only now been authorized and it will take 20 years to complete it.

But even when settlements have been reduced to such simplicity and order as to obviate, in a great measure, the necessity for the careful supervision to which they are now subjected, there will still be reason for maintaining an officer of similar rank and responsibility at the head of the Collector's office.

I know of no office of the same importance at the head of which there is not a highly paid ministerial officer, and such an arrangement must be even more indispensable in one where the duties are of so miscellaneous and often desultory a nature, as those of a Collector's Cutcherry.

Having attempted to explain why the appointments of Deputy Collectors will not supersede the necessity of maintaining the office of Sheristadars, it only remains to add a few words on "the hyperbolical style" which appears to have mystified the Commissioner in my former Minute.

I have already shown how a Sheristadar "scrutinizes the minutest details" without requiring to go into the particulars of 2,47,872 separate accounts. This responsibility was imposed by the orders of Government and has long been efficiently and usefully exercised, not only over the Revenue accounts, but over those of the treasury and all other departments.

But the Commissioner, desirous of making out as strong a case as possible against "the root of all the evils which beset the Madras Revenue system," has raised up an imaginary mountain of labor under which to overwhelm him. He rates his duties at the annual adjustment of a quarter of a million of individual settlements annually.

From a Return of the number of Ryotwar puttahs issued in Fusly 1258, which I happen to have by me, I find the average for each district to be 59,056 or including joint leases 66,277.

Of these perhaps not a fiftieth part comes under special review at any one annual settlement.

Such a task is not beyond the powers of one man of average industry whether he be Collector or Sherishtadar, even were he required to conclude the whole number himself, without the aid of his Assistants to whom several talooks are always assigned.

But in no one district can I discover so a large a number of settlements as those given by Mr. Ricketts.

The largest number in any one district in Fusly 1258 was 1,43,667 (South Arcot) of which 10,187 were joint puttahs. In another District (Coimbatore) they amounted to 1,43,129 of which 55,848 were joint leases. In the last year of which I can find Returns, Fusly 1263, the highest number is 1,85,371, which occur in Malabar where the tenures are all fixed and where hardly any settlement is needed. The next highest number is in South Arcot, where they have risen to 1,63,469 owing to the impulse given to cultivation by recent reductions of assessment. Of these 12,442 are joint leases. In Coimbatore there are 1,51,744 of which 62,364 are joint.

24th December 1857. (Signed) WALTER ELLIOT.

(A true Copy.)

(Signed) H. FORBES,

Acting Secretary to Government.

296.

APPENDIX No. 85.

Tehsildars of Madras.

REVENUE DEPARTMENT.
FORT ST. GEORGE,
23d September, 1857.

No. 974.

From

H. FORBES, Esq.,
Acting Secretary to the Government of Fort St. George.

To

H. RICKETTS, Esq.,
Commissioner for the revision of Civil Salaries and Establishments throughout India.

SIR,

I am directed by the Right Honorable the Governor in Council to acknowledge the receipt of your letter dated 4th Instant, No. 1216, noticing on the low rates of salaries drawn by the Tehsildars of this Presidency, and proposing to leave this point for consideration until orders shall have been passed respecting the separation of Police from fiscal duties. In reply, I am desired to convey the entire concurrence of His Lordship in Council in the above proposal.

I have the honor to be,
Sir,
Your most obedient Servant,
H. FORBES,
Acting Secretary to Government.

298.

APPENDIX NO. 80.

Collectors of Bombay

No. 583 of 1858.

TERRITORIAL DEPARTMENT, REVENUE

To

H. RICKETTS, ESQ.,

Commissioner for the revision of Civil Salaries and Establishments throughout India.

Bombay Castle, 12*th February*, 1858.

SIR,

I am directed to forward, for your information, copy of the Minutes noted in the margin, recorded by the members of this Government on your report on the "Collectors and Magistrates of Bombay."

Minute by the Hon'ble Mr. Reeves, dated the 28th January, 1858.

Ditto by the Right Hon'ble the Governor, dated the 31st January, 1858.

Ditto by the Hon'ble Mr Malet, dated the 9th Feby. 1858, (with accompaniment)

Further ditto by the Hon'ble Mr Reeves, dated the 11th February, 1858.

I have the honor to be,

Sir,

Your most obedient servant,

H. YOUNG,

Chief Secretary to Government.

300.

APPENDIX NO. 84.

Collectors of Bombay.

MINUTE BY THE HONORABLE MR. REEVES.

I venture to offer a few remarks on Mr. Ricketts' report, on Collectors and Magistrates.

In his notice on the salaries of these officers, Mr. Ricketts argues, that when the Hon'ble Court, in 1888, directed that the salaries should be assimilated, and that each should receive an amount not exceeding Rs. 28,000 per annum, making an exception in regard to Rutnagherry, the salary of which Collectorate was fixed at Rs. 1,916-10-8 per mensem, they, in fact, admitted the propriety of personal grades of salary. But I think it will appear to any one reading the whole of the correspondence on this subject, that the Hon'ble Court insisted strongly on the propriety of the assimilation, and strongly objected to the principle of personal salaries, and that they allowed of the arrangement by which Rutnagherry was exceptionally provided with a salary of Rs. 1,916-10-8 solely on the representation of this Government; that it was financially desirable to provide for 1st Assistant Collectors, and that in Rutnagherry there was less to do than in other Collectorates, while it was otherwise highly favored, of which arguments the latter was subsequently retracted by this Government. Mr. Ricketts has no right to reason from a single exception.

I find no difficulty, however, in acquiescing in the propriety of having two grades as proposed by Mr. Ricketts, and I would class the Collectors and Magistrates as follows:—(*Vide* Mr. Ricketts' statement shewing area, population, &c.)

Khandeish, ...	First class.
Ahmednuggur, ...	
Tanna, ...	
Belgaum, ...	
Surat, ...	
Poona, ...	
Ahmedabad, ...	
Dharwar, ...	
Sholapoor, ...	
Rutnagherry, ...	Second class.
Broach, ...	
Kaira, ...	

Mr. Ricketts' statement contains surveyed and unsurveyed Collectorates, and of course the land revenues cannot be fairly contrasted. Yet notwithstanding some difference in the influential circumstances exhibited in the statement, it will, I believe, be found that on the whole, the work of the Collectorates as I have classed them, is tolerably equal. For instance,

Khandeish, and Ahmednuggur, with extensive areas contain, the former very extensive waste, and the latter extensive waste and *barren* lands. Poona, Belgaum, and Ahmedabad, are each of them the head quarters of Army divisional commands, and the treasury duties, accounts, and responsibilities, are heavier than in other Collectorates. At Surat, the treasury receipts are very heavy; and at Tanna where the Magisterial duties are shewn to be lighter than elsewhere, there is found to be a more than ordinarily numerous rent paying population.

As regards Rutnagherry, I have to observe that although the criminal duties are heavier than in Broach or Kaira, the collection of the revenue is considerably easier than it is in either of those Collectorates.

I may remark with respect to the duties of Collectors, that I forwarded the statements sent to me by the Collectors of the Southern Division, without comment so far as I remember. Collectors do not adjudicate disputes regarding *tenures* of land, nor do they fix or assign the emoluments of officiating hereditary officers, but they compute the emoluments annually according to a regular per centage scale. It has been ordered that these emoluments should be once for all fixed, in the case of village officers, according to Captain Wingate's plan; and in that of the district hereditary officers, the adoption of the average of a certain number of years subject to correction hereafter. I see nothing otherwise to object to in the accounts of their duties given by the Collectors of Ahmednuggur and Belgaum. In the words of the Finance Committee of 1842, "it would be almost easier to point out what is *not* the duty of a Collector, than what is." Even as an Assistant Collector and Magistrate, I have performed duties of an emergent nature that certainly were never contemplated as belonging to either of those departments. Mr. Mansfield is now, and has been for the last four or five months, performing all the duties of Superintendent of Police and Political Agent; and more or less the other Magistrates have throughout the Presidency been similarly engaged.

The events of the last six months furnish a most striking comment on Mr. Ricketts' views of the comparative importance of the offices of Collector, and Magistrate, and Judge. In my opinion those views are erroneous. The subordination of the Collector and Magistrate to the Judge is little more than merely nominal; the former of the two, inasmuch as he is directly brought into contact with every individual of his province in a *variety* of capacities, is invested with an importance and responsibility really much greater than the Judge. The duties of the Collector require a person of more energy, and a greater variety of mental resource, than those of the Judge.

The two offices are really co-ordinate. They have hitherto been correctly so regarded by Government, and by the people of the country, and it will be, I think, a great mistake to treat them otherwise. The great amount of argument which Mr. Ricketts has expended in this report, and in that on Judges

to prove the superiority of the Judicial office, shews the doubts he entertains of the soundness of his views.

Passing by for the moment Mr. Ricketts' opinion that much if not all the trouble of the ryotwar settlement is attributable to our erroneous views on revenue, I would invite attention to that part of his report in which he discusses the suitable remuneration of a Collector. I at once agree that a Collector in the Bombay Presidency should be paid according to the same scale as the Collector in Bengal, but I venture to assert that Rupees 23,000 per annum for the 1st Class Collector and Magistrate is too little.

Setting aside the fact that living in Bombay is much dearer than in the upper provinces, it is notorious that the condition of the Bombay Civil service has, for the last twenty years, held out little or no opportunity of accumulating money for the provision of a family except at the risk of life itself by a residence in this country, protracted beyond the power of the constitution to endure. The recent events will certainly render a residence in India more unpalatable than ever; and I cannot but deem it in the highest degree impolitic to reduce the emoluments of those officers, on whose talents, zeal, and energy, Government must ever mainly depend for the success of their Civil administration. By the measure for which Mr. Ricketts asks sanction, one half of the service will be at once prevented from ever returning to their native country except on furlough, and under penalty of loosing their appointments and seriously injuring their prospects As I have already stated, I consider that Collectors and Magistrates* should be considered as of equal rank; they should therefore be paid the same salaries. The Collectors of the 1st class should receive Rupees 28,000 per annum, those of the 2nd class should receive at the rate of Rs. 25,000 or Rs. 23,000 per annum.

I have no objection whatever to make to the proposal for extending the powers of the Magistrates, so as to enable them to pass sentences of three years imprisonment, as in Bengal and the North West Provices.

It is necessary that I should remark on Mr. Ricketts' strictures on the revenue survey and the ryotwar settlement—subjects here again brought forward in connection with the duties of the Collector.

My own opinion, which is precisely that of all the Collectors in the Southern Division, and I believe of the Northern Division, in regard to the actual diminution of a Collector's labors in consequence of the revenue survey, is simply this. Prior to the survey a vast amount of duty was required, undertaken, and *reported* as *done*, in the way of inspections and examinations of accounts, which was really never done; very much was doubtful in the

* Sic in orig. but evidently "*Magistrates*" has been written in mistake for *Judges*." H. R.

revenue administration, nominally the work performed by the Collector and his subordinates was far greater than it really was.

The survey has reduced the administration of the land revenue to system The Revenue officers can now see their way clearly. The duty required is perfectly practicable, and it is done; if not, it is the Collector's fault. As I have very fully explained this to Mr. Rickets, I need not enlarge. My opinion is not altered from a perusal of Mr. Fawcett's opinion. I always entertain the highest respect for that officers opinion, but I cannot forget that Mr Fawcett has never had charge of a surveyed district, nor has any of the Collectors of the Northern Division, Mr. Mansfield excepted, who will not, I believe, consent to part with any of his Assistants, Mamlutdars or Carroons, notwithstanding the views which I understand he holds. Mr. Fawcett, it will be observed, cannot say how far the duties of Collectors have been diminished, and thinks that "new work will spring up and tax their energies to as great an extent as has ever been the case."

New work has sprung up. Every new department created is under the present system an additional burden on the Collector and Magistrate, unless, as in the case of the revenue survey, it does its own duty without interfering with him and his subordinates.

I proceed to the comments on the revised revenue system. If the survey had left matters just as it found them, then the strictures of Mr. Ricketts, which I copy out in the margin, would be very applicable. But I have attempted to explain to Mr Ricketts, that nothing is more simple than the administration of the survey. It is perfectly true that care must be taken that land cultivated is paid for, but the detection of fraud is so easy, that I venture to say it is rarely if ever attempted. The survey has had the effect of making land valuable, it is now saleable. Occupants whether they plough or fallow their lands always pay for them. It is the waste only that requires attention in this respect, and the village survey map enables the inspector to examine this with facility;—and while proceeding through the cultivated field on this duty, nothing is easier than to examine a sufficient number of the boundary marks, to enable him to ascertain their condition.

The accounts are few, short, and simple but they require, I fully admit, to be examined. It ought not, however, to be forgotten that in consequence of the

So long as this system is to continue, it is hopeless to expect any decrease in the work in the Collectorships In a district of 5 or 6,000 square miles, "surreptitious cultivation," "fraudulent appropriation of land," is each year to be enquired into. Coolcurnees, Mahalkurrees and Mamlutdars, Assistant and Deputy Collectors, are each October or November to see that no field set down as waste is cultivated Squatters are to be yearly brought up to answer for their iniquities as they have been in many other parts of India; and the result will be the same, forgery, perjury, bribery, false returns, fruitless investigations, cart loads of accounts impossible of inspection discomfiture, and loss. Were the agency from the Mamlutdar to the village Coolcurnees all honest and able, there would be many difficulties, but when all or nearly all are denounced as corrupt, many useless, and some continually endeavouring to make use of their hereditary influence to thwart and mislead the European officers, the successful administration of such details appears quite impossible.

value of land, the cultivators themselves act as a very effective check upon the village officers, and if there is one fact notorious throughout the country it is this, that exactly the reverse of Mr. Ricketts' assertion of the prevalence of perjury, bribery, false returns, &c., is true. The survey by its moderate and just assessment has certianly struck at the root of such offences. Peons, I should here add, have little or nothing to do in the collection of the revenue, that is entirely managed by the village officers, at any rate it ought to be so.

The strongest feature in the surveyed Collectorates is the struggle for the occupancy of land. This decidedly gives the Collectors some work, but in conjuction with a steady increase in the revenue, in the prosperity and comfort of the people, and in the general efficiency of the administration already noticed, it presents a strong and sufficient proof of the success of the survey.

Mr. Ricketts says he desires "to give all due credit to the able and excellent man who introduced the ryotwar system of survey, but nevertheless it must fail." Now Captain Wingate did not introduce the ryotwar system, that system has been in force for ages, so that Captain Wingate merely continued what he found. It is well known that throughout the Deccan, the *meerassee* tenure prevails. The effect of Captain Wingate's measures has been that every cultivator holding direct from Government, every occupant that is to say has become virtually a *meerasdar*, or proprietor of land. There is no such thing as *squatting* in the Deccan and Southern Mahratta country. In many villages, as I have told Mr. Ricketts, the cultivable lands have all been occupied; wherever this is not the case, the waste lands are annually disposed of by public auction for pasture and grass. This of itself acts as a strong check on fraud, and it is certainly as good a way of arranging for these lands, as that proposed by Mr. Ricketts, namely, giving them away to the ryots for a term of years, to be appropriated as they choose without investigation or question. Any waste field can be taken up by any man according to our plan, by the single process of setting his name down for it. Nothing can, I imagine, be simpler than this; nothing fairer or less likely to occasion disputes. The increase in the cultivation is thus made gradual, and concurrent with the actual wants of the cultivating class. Government are, by this arrangement, put to *the least possible trouble*, as the registry of names is effected by the village and district officers, and the ryots are secured in the most effectual manner from oppression. But what would be the effect of Mr. Rickett's plan? The Patels, and Coolcurnees, Deshmooks, and Deshpandays, perhaps the Mamlutdars, and Mahalkurries, would appropriate the waste lands forthwith, and sell them in detail for high prices to the ryots. As there is to be no interference whatever, I can easily fancy that where such a measure is extensively introduced, it would result in a reduction of establishment; but the gain to Government could certainly not be nearly so great as it is under existing rules. On the contrary, it would be a great and needless sacrifice of revenue, and I am wholly at a loss to understand, how the moral perceptions

of the ryots could be otherwise than injuriously affected by the oppressive and corrupt conduct of their native superiors, which according to my ideas, could not fail to be one evil result of the plan. Mr. Ricketts is sceptical of the success of our survey, and the ryotwar system, and I am unable to convince him of it; but I must express my opinion that if the system which he advocates consists, in its main characteristic, in the delivery of a poor and ignorant body of cultivators, bound hand and foot, into the power of their more wealthy, unscrupulous countrymen, I trust that system may not be introduced into the Deccan, and Southern Mahratta country. Let it be confined to its present limits, the Rutnaghurry Collectorate, where under the *khotee* system, it may be studied under the advantage of a ripe development. * * * * * I am quite ready to admit that the ryotwar system may probably be improved upon; at the same time when I see that all Mr. Ricketts has to advance in favor of the zemindaree is, that it prevents trouble, withdraws the ryot entirely from protection of the state, and hands him over helplessly to money lenders, and other powerful persons, I cannot but doubt whether this much vaunted system is so sound as it is stated to be, more especially when I find Mr. Ricketts urging, as a reason why a ryotwarree Collectorate should not be considered more arduous than a zemindaree one, that the time of the Collector of Goruckpore "is occupied in the trial" of suits between his proprietors and their "cultivators."

I do not doubt, however, that so far as we have gone, we have worked on sound principles. Every acre of land has been, or is being measured, and fairly assessed. The occupation of the land is every where proceeding, cultivators are annually adding to their holdings and increasing in wealth, (Mr. Ricketts is in error when he asserts that "addition is not made as easy as division") and we are thus raising a landed proprietary which is likely to become a safe basis for any future settlement that may hereafter be deemed advisable. For the present, I must urge the necessity of paying strict attention to the revenue survey rules, for I have no confidence whatever in the recommendations of Mr. Ricketts. I hope this Government will adhere to the advice of Captain Wingate, whose practical good sense, which Mr. Ricketts much undervalues, is not less conspicuous than his ability and disinterested zeal.

I conclude with the following notice of a remark I see at the end of Mr. Ricketts' report.

The annual inquiries into the state of the cultivation and accounts, were never intended for the mere purpose of making up the *loss of revenue.* Mr. Ricketts very properly derides the idea of the relinquishment of high and oppressive rates being a loss, they are maintained for the purpose of securing the revenue as now settled, and also for securing the interests of the cultivators. In very few talookas, indeed, has there been any loss of revenue in consequence of the revision of the rates. I cannot recal to mind a single one. The

average of past years, at the least, has always, I think, been attained by the one assessment, but in most instances, the revision has resulted in an increase of revenue, and as I have already observed in some talookas, the survey repaid its expenses in the course of the first year or two.

H. W. REEVES,

28*th January* 1858.

APPENDIX NO. 88.

Collector of Bombay.

MINUTE BY THE RIGHT HONORABLE THE GOVERNOR OF BOMBAY.

Mr. Ricketts proposes to reduce the pay of the majority of our Collectors and Magistrates to Rs. 23,000 per annum, and that of the three smallest collectorates to Rs. 20,000. He considers that if Rs. 23,000 is enough for the Collector and Magistrate of Gorruckpore, with three millions of inhabitants under settlement, and paying Rs. 21,35,510 of revenue, it must be enough for the Collector of Belgaum, with only one million of inhabitants, and a revenue of 25½ lakhs. This is certainly a strong way of putting the case, and yet I think it might fairly be asked whether Rs. 23,000 is a fitting remuneration for either of these officers. I certainly cannot agree with Mr. Ricketts that the office of Collector should be considered as in every respect inferior to that of Judge. I believe that under the Bengal system Collectors are promoted to Judgeships—and that Judges again are advanced to Revenue Commissionerships—but under both the minor Presidencies the two branches of the service are nearly if not quite distinct, a Collector is hardly ever made a Judge, or a Judge a Commissioner of revenue. There may be here and there an example of a man who has both Judicial and Revenue experience, but the case is quite exceptional. I believe that in this respect the system of the minor Presidencies is preferable to the Bengal system,—but if it is to be upheld, our Collectors and Magistrates must be maintained on a footing of equality with our Judges. If the official position and salary of the former are inferior, no one will wish to remain in the Revenue department.

With all respect for Mr. Ricketts' opinion, I venture to think that the duties and responsibilities of a Collector and Magistrate are fully equal to those of a district Judge. I do not wish to under-value the importance of the Judicial office. I am sensible how much depends upon the temper the industry and the acumen of a Judge. I do not speak of his integrity—that I assume as a matter of course that all officers who are eligible for the appointment either of Judge or of Collector possess, but I think that we are all apt to be influenced by the name which is given to the office, and to imagine that the functions of an officer who is simply called a Collector, must be vastly inferior to those of a Judge. Yet the proceedings of the former immediately concern the whole population of a large district containing a million, or (as in Gorruckpore) three millions of souls, while the decisions of the latter directly affect only those who come into his Court—generally the least respectable classes of the community. Much more is necessarily left to the discretion of the Collector than of the district Judge who is guided in every case by regulation and precedent—and who is checked by the Sudder if he does not conform to these guides. I cannot but think that it is inexpedient to reduce the salary of the chief executive officer of the district below that of the district Judge. I shall not enter into the subject of the comparison between the Bombay revenue system, and that of the N. W. Provinces, which Mr. Ricketts has introduced into this discussion, and in which he has been followed by my Hon'ble Colleague, Mr. Reeves. Both systems, I am satisfied, are great improvements upon those which

APPENDIX NO. 88.

Collector of Bombay.

they superseded. I have no doubt that each has its advantages and its defects, but this is hardly the time or the occasion for entering upon a comparison between them. I am inclined to think that it would be a good plan to adopt Mr. Ricketts' suggestion of trying the system of the N. W. Provinces upon a limited scale in this Presidency, but instead of allotting one small talook in each collectorate for the experiment, I would rather try it in some of our districts in which there is already considerable resemblance to the state of things which preceded the introduction of the new settlement in the North West Provinces. One talooka in each collectorate settled upon a different system from the rest might create confusion, but this would not arise if a whole district like Rutnagherry, Broach, or Kaira, were set apart for it. I should be inclined to try it both in Rutnagherry and in one of two Guzerattee collectorates which I have named. The khotes in the former district represent the village zemindars of the North West Provinces, while the Nirwadaree and Bhaugdaree tenures in Kaira and Broach seem closely to resemble the Bhyachara tenures in the North West. Mr. Ricketts also proposes that our Collectors should have the same power as Magistrates, which is exercised by their brethren in the North West Provinces, of passing sentences of three years imprisonment. I think that this might be safely done. I see that my Hon'ble Colleague, Mr. Reeves, approves of this measure.

ELPHINSTONE.

31st January 1858.

APPENDIX NO. 89.

Collectors of Bombay.

MINUTE BY THE HONORABLE MR. MALET.

I need do little more than record my concurrence generally in the views of the Honorable Mr. Reeves, and the Right Honorable the Governor, on Mr. Ricketts' report on salaries in the Revenue department, but I am unwilling to pass that portion of their minutes which relates to the respective positions of Collectors and Judges in this Presidency without a more formal statement of my opinion. I hold that the office of Collector and Magistrate in a zilla in this Presidency is not only not inferior, but if any distinction be made, which, however, I am far from wishing for, that it is superior to that of a Judge.

The Collector and Magistrate is in every thing that concerns the great bulk of the people of his province (for surely most of our collectorates merit that designation) the representative of Government; it is on his talents, tact, and energy that their well-being and peace depend; many qualities are requisite to form a good Collector that are not absolutely necessary in a Judge, while he must have those also which the Judge possesses, so that a good Collector would certainly make a good Judge, though the converse is not by any means the case. It does not therefore appear to me proper to draw a distinction to the disparagement of the Collector and Magistrate, and though I do not think that it is necessary, as it has not hitherto been customary, to pay them higher than the Judge, it seems to me most inexpedient to rate their services at a lower value.

I am convinced that generally speaking the pay of the officers entrusted with the Civil administration of this Presidency is not too high, and that it is not advisable to decrease the present emoluments of the service; the expenses of living in this Presidency are every where larger than in Bengal, or the North West, where to use a phrase easily understood, an elephant may be kept for nearly the same sum that it costs in Bombay to keep a horse.

I am not in favor of varying the pay in different collectorates where there is not any very great difference in the work, it is often found that in a comparatively small collectorate work arises which would tax the talents of the best men, nor do I perceive why Broach and Kaira with their large revenues should be committed to the worst paid officers. We have already tried the system in Rutnaghurree, and have been obliged to alter it for the more fair one of giving the best made Collector the smaller salary, instead of making one collectorate the stepping stone during the shortest possible time to another.

I am far from thinking that the mode of paying the officers of the Civil service is perfect, and in 1853, I proposed a plan which, I think, would

greatly simplify the rules for pay and absence. I annex a copy of it here, and though it may be improved in its details, I believe the system therein proposed to be sound, and that whether the pay of the service be reduced or not, its adoption would be advantageous.

A. MALET.

9th February, 1858.

To,

J. G. LUMSDEN, Esqr.,

Secretary to Government,

Dated 26th October, 1853.

Sir,

I have the honor to request the favor of your laying before the Right Honorable the Governor in Council, for such proceedings as he may deem fit, the enclosed scheme for a mode of apportioning the pay of the members of the Civil Service, whereby it is hoped that some of the defects of the present absentee rules may be amended.

I have the honor to be &c.,

(Signed), A. MALET,

Bombay Civil Service.

The undersigned, in common he believes with nearly the whole of the members of the Civil service on the Bombay establishment, has been long convinced of the irregularity and consequent injustice of the working of the present absentee rules, as affecting the portion of the allowances of office accorded respectively to the absentees, and to those who perform the duties of their appointments during their absence.

2. He believes that he does but put forth what is felt by nearly the whole service when he states them to be a grievance requiring a remedy.

3. He assumes that it is not the wish of Government to profit pecuniarily by the misfortunes of its servants, and that it would willingly forego the savings now accruing from the system of underpaying the acting officers, if any feasible plan were proposed whereby adequate pay should be secured to the absentees, and to those who temporarily perform their duties.

4. He considers that it is indispensable to recognize the principle that Government pays its servants for work and for responsibility, and that it is also willing to accord to them, during temporary absence on account of fail-

ing health, or private affairs, such pay as may suffice to secure them all moderate comforts.

5. It is now endeavored to be shewn that, by a change in the mode of payment, this latter object can be attained without encroaching on the portion necessary to insure efficiency and responsibility, and as a satisfactory proof that without a full recognition of the principle stated above, and without a radical change in the rules to which it is to be applied, no satisfactory result can be expected, he would adduce the fact that the changes which have been from time to time introduced into the rules with the best motives, have not had the desired effect.

6. He believes that the scheme now submitted will insure the desired result, that it is simple and practicable, and that the changes now in progress admit of its immediate adoption; at the same time he would observe that although he has stated the allowances which he considers advisable, it is for the principle chiefly that he contends, and that it is not unlikly that alterations in the details may be made which would not affect disadvantageously the efficiency of the scheme.

7. It is based on the constitutions of the service which, in 1841, was divided into six classes, giving different grades of rank, but which do not accord with the title to what is called dewanee allowance, the present personal pay of the members of the service, and which still follows the obsolete division into *writers* and *factors*, *junior* and *senior* merchants at the rates of Rs. 1,62,244, and Rs. 325 per mensem respectively.

8. The obvious inadequacy of these sums has prevented them from being taken as the standard of pay to those whom ill health or private affairs have compelled to solicit temporary leave of absence, though it is still applied to those who are without any actual appointment.

9. The insufficiency of these allowances even under this restriction is so apparent, that it is believed to operate injuriously on the service, by inducing Government to retain or to place officers in appointments for which they are perhaps hardly suited, in preference to keeping them out of employ pending the occurrence of a vacancy in any office for which their habits and acquirements may more especially qualify them.

10. To remedy these evils it is now proposed to apportion to the members of the service personal pay according to the class to which they belong.—

Class	1st	1,000.	4th	550.
	2nd	850.	5th	400.
	3rd	700.	6th	250.

and to allot to all offices in the service a scale of allowance which, with the personal pay, would about equalise the emoluments to those now drawn. A statement is annexed shewing the state of the Bombay Civil service as it stood on the 1st May 1853, with the pay as then drawn and as now proposed.

11. The absence of any necessity for numerous rules will convincingly shew the practicability of the application of the scheme.

12. The boon to the service of leave of absence, under certain provisos, for one month in each year, without deduction from official pay, will not be affected; the working of this rule infuses a spirit and cheerfulness into the service which amply repays Government for any little inconvenience that may at times occur.

13. It has been humanely directed by the Hon'ble Court of Directors that no one who is compelled by ill health to apply for leave of absence, should be deprived of any portion of his pay below Rs. 500 a month; this rule should remain in force, for the appointments which it affects are so low in the service and absence under it is so infrequent, that it is seldom necessary to fill them up, its operation therefore cannot materially affect the financial results.

14. With these two exceptions, in all cases of absence without vacating appointment, whether on private leave under such restriction as it may be deemed wise to impose, or sick certificate, the absentee should relinquish all his official allowance, retaining his personal pay only. The acting officer should draw the whole of the official allowance of the office in which he acts, in addition to his own personal pay.

15. It will be observed that in these suggestions while the comfort of absentees has been, it is believed, sufficiently cared for, efficiency and adequate remuneration for the performance of the actual duty of the service are the main objects in view. All other considerations must be secondary to these, and it is in the full conviction that this principle has not been sufficiently considered by the framers and amenders of the present absentee rules, and that without it no satisfactory absentee rules can be framed, that the scheme now propounded is submitted for consideration.

A. MALET,

Bombay Civil Service.

26th October, 1853.

APPENDIX NO. 89.

Collectors of Bombay.

Return of the Establishment of the Civil Service of Bombay, as it stood on the 1st May, 1853, shewing the appointments and their emoluments with the proposed rate of Pay for the Class and for the Appointments.

Appointments.	Pay.			Names of Members filling it.	Class.	Proposed pay of Class.			Proposed pay of Appointments.			Total pay.			Remarks.
Accountant General, ...	3,333	5	4	E. E. Elliot, ...	1st	1,000	0	0	2,407	6	6	3,407	6	6	
	74	1	2												
	3,407	6	6												
Civil Auditor, ...	3,333	5	4	W. Simson, ...	2nd	850	0	0	2,483	5	4	3,333	5	4	
3rd Member of Council, ...	...	...	...	D. A. Blane, ...	"	...	...	...	...	...	...	...	...	...	Exceptional.
Collector and Magistrate,...	2,333	5	4	A. Elphinstone, ...	"	850	0	0	1,183	5	4	2,333	5	4	
4th Member of Council, ...	...	...	...	J. Warden, ...	"	...	...	...	...	...	...	...	...	...	Exceptional.
Judge and Session Judge,...	2,333	5	4	P. W. LeGeyt, ...	"	850	0	0	1,483	5	4	2,883	5	4	
and Agent for Sirdars, ...	500	0	0						500						
	2,833	5	4												
Sub-Treasurer, General Pay Master and Superintendent of Stamps, &c., ...	2,500	0	0	J. W. Muspratt, ...	"	850	0	0	1,650	0	0	2,500	0	0	
(Unemployed.)	325	9	0	G. Grant, ...	"	850	0	0	...	...	...	...	...	...	
Revenue Commissioner, N. D.	3,500	0	0	E. G. Fawcett, ...	"	850	0	0	2,650	0	0	3,500	0	0	
(Unemployed.)	325	9	0	H. W. Reeves, ...	"	850	0	0	...	...	...	...	...	...	
Chief Secretary to Government, ...	3,333	5	4	A. Malet, ...	"	850	0	0	2,483	5	4	3,333	5	4	
(Suspended.)	325	9	0	R. D. Lumd, ...	"	850	0	0	...	...	...	...	...	...	
Collector and Magistrate,...	2,333	5	4	G. Coles, ...	"	850	0	0	1,483	5	4	2,333	5	4	
Ditto ditto, ...	2,333	5	4	W. W. Bell, ...	"	850	0	0	1,483	5	4	2,333	5	4	
Secretary to Government, ...	2,916	10	8	J. G. Lumsden, ...	"	850	0	0	2,066	10	8	2,916	10	8	
Collector and Magistrate, ...	2,333	5	4	H. Liddell, ...	"	850	0	0	1,483	5	4	2,333	5	4	
(Europe.)	...	..	...	J. Webb, ...	"	...	...	...	...	...	...	..	...	...	
Collector and Magistrate,...	2,333	5	4	J. S. Law, ...	"	850	0	0	1,483	5	4	2,333	5	4	
Revenue Commissioner S. D.	3,500	0	0	W. Courtney, ...	"	850	0	0	2,650	0	0	3,500	0	0	
Military Accountant, ...	2,000	0	0	G. J. Blane, ...	"	850	0	0	1,300	0	0	2,224	1	2	
and Dy. Advocate General, ...	74	1	2						...	...	...	74	1	2	
	2,074	1	2												
Collector and Magistrate, ...	2,333	5	4	R. Spooner, ...	"	850	0	0	1,483	5	4	2,333	5	4	
Deputy Civil Auditor, ...	1,250	0	0	C. Price, ...	"	850	0	0	650	0	0	1,450	0	0	
Puisne Judge of S. A.	3,500	0	0	A. Spens, ...	"	850	0	0	2,650	0	0	3,500	0	0	
Collector and Magistrate,...	2,333	5	4	H. P. Malet, ...	"	850	0	0	1,483	5	4	2,333	5	4	
Resident at Baroda, ...	3,000	0	0	J. M. Davies, ...	"	850	0	0	2,150	0	0	3,000	0	0	
Puisne Judge of S. A.	3,500	0	0	W. E. Frere, ...	"	850	0	0	2,650	0	0	3,500	0	0	
Ditto ditto, ...	3,500	0	0	A. Remington, ...	"	850	0	0	2,650	0	0	3,500	0	0	
Judge and Session Judge, ...	2,333	5	4	R. Keays, ...	"	850	0	0	1,483	5	4	2,333	5	4	
Collector of Customs, &c.,...	3,000	0	0	H. Young, ...	"	850	0	0	2,150	0	0	3,000	0	0	
Registrar of S. A.	2,000	0	0	M. Larken, ...	"	850	0	0	1,300	0	0	2,150	0	0	
(Europe.)	...	...	...	A. Bettington, ...	"	...	...	...	...	...	...	...	...	...	
Collector and Magistrate,...	2,333	5	4	J. D. Inverarity, ...	"	850	0	0	1,483	5	4	2,533	5	4	
and Political Agent, S. M. C.	200	0	0						200	0	0				
Judge and Session Judge,...	2,333	5	4	W. H. Harrison, ...	"	850	0	0	1,483	5	4	2,333	5	4	
(Europe.)	...	...	...	R. Y. Bazett, ...	"	...	...	...	..	...	...	...	...	...	
Secretary to Government,...	2,916	10	8	H. E. Goldsmid, ...	"	850	0	0	2 066	10	8	2,916	10	8	
Collector and Magistrate, ...	2,333	5	4	E. C. Jones, ...	"	850	0	0	1,483	5	4	2,333	5	4	
(Europe.)	...	...	...	E. M. Suart, ...	"	...	...	...	...	...	...	...	...	...	
Commissioner at Sattara, ...	2,333	5	4	T. Ogilvy, ...	"	850	0	0	1,483	5	4	2,333	5	4	
Judge and Session Judge, ...	2,333	5	4	C. M. Harrison, ...	"	850	0	0	1,483	5	4	2,333	5	4	
Collector and Magistrate, ...	2,333	5	4	T. C. Loughnan, ...	"	850	0	0	1,483	5	4	2,333	5	4	
(Europe.)	...	...	...	F. Sims, ...	"	...	...	...	...	...	...	...	...	...	
(Unemployed.)	325	9	0	J. H. Pelly, ...	"	850	0	0	...	...	...	...	...	...	
(Europe.)	...	...	...	J. N. Rose, ...	"	...	...	...	...	...	...	...	...	...	
Judge and Session Judge, ...	2.333	5	4	J. W. Woodcock, ...	"	850	0	0	1.483	5	4	2,333	5	4	
Senior Magistrate of Police, ...	2,500	0	0	A. K. Corfield, ...	"	850	0	0	1,650	0	0	2,500	0	0	
Collector and Magistrate, ...	2,333	5	4	H. Hebbert, ...	"	850	0	0	1,483	5	4	2,333	5	4	
Judge and Session Judge, ...	2,333	5	4	A. W. Jones, ...	"	850	0	0	1,483	5	4	2,333	5	4	
Commissioner in Sind,...	4,333	5	4	H. B. E. Frere, ...	3rd	...	...	...	...	...	...	...	...	...	Exceptional.
Collector and Magistrate, ...	1,916	10	8	S. Mansfield, ...	"	700	0	0	1,483	5	4	2,183	5	4	
Post Master General,...	2,000	0	0	D. Davidson, ...	"	700	0	0	1,300	0	0	2,000	0	0	
(Europe.)	...	...	...	W. Hart, ...	"	...	...	...	...	...	...	...	...	...	
Sub-Collector and Joint Magistrate, ...	1,400	0	0	E. L. Jenkins, ...	"	700	0	0	700	0	0	1,400	0	0	
(Europe.)	..	...	...	J. R. Morgan, ...	"	...	...	...	...	...	...	...	...	...	
1st Assistant Collector, ...	800	0	0	J. W. Hadow, ...	"	700	0	0	250	0	0	950	0	0	
Sub-Collector of Colaba, ...	1,400	0	0	G. B. S. Karr, ...	"	700	0	0	700	0	0	1,400	0	0	
(Europe.)	...	...	...	C. E. F. Tytler, ...	"	...	...	...	...	...	...	...	...	...	
Deputy Secretary to Government, ...	1,500	0	0	A. St. J. Richardson, ...	"	700	0	0	800	0	0	1,500	0	0	
1st Assistant Collector and Magistrate, ..	800	0	0	W. J. Turquand, ...	"	700	0	0	250	0	0	950	0	0	
(Europe.)	...	...	...	J. Inverarity, ...	"	...	...	...	...	...	...	...	...	...	
(Europe.)	...	...	...	C. J. Erskine, ...	"	...	...	...	...	...	...	...	..	...	
Judge and Session Judge	2,000	0	0	H. L. Anderson, ...	"	700	0	0	1,483	5	4	2,183	5	4	
(Europe.)	...	...	...	W. A. Goldfinch, ...	"	...	...	...	...	...	..	...	...	...	
(Europe.)	...	...	...	C. Forbes, ...	"	...	...	...	...	...	...	...	...	...	
(Europe.)	...	...	...	A. C. Travers, ...	"	...	...	...	...	...	...	...	...	...	
Deputy Collector of Customs, ...	1,400	0	0	A. D. Robertson, ...	4th	550	0	0	700	0	0	1,250	0	0	
(Europe.)	...	...	...	T. A. Compton, ...	"	...	...	...	...	...	...	...	...	...	
(Europe.)	...	...	...	A. B. Warden, ...	"	...	...	...	...	...	...	...	...	...	
Senior Assistant Judge and Session Judge, .	1,200	0	0	A. F. Beilasis,... ...	"	650	0	0	650	0	0	1,200	0	0	
Political Agent in the M. Kanta, ...	1,200	0	0	A. K. Forbes, ...	"	550	0	0	650	0	0	1,200	0	0	
1st Assistant Collector, ...	800	0	0	A. Gray, ...	"	550	0	0	250	0	0	800	0	0	
1st Assistant to the Commissioner at Sattara,	1,200	0	0	M. A. Coxon, ...	"	550	0	0	650	0	0	1,200	0	0	
Senior Assistant Judge and Session Judge, ..	1,200	0	0	H. P. St. G. Tucker, ...	"	550	0	0	650	0	0	1,200	0	0	
Assistant Commissioner Sind, ...	1,200	0	0	B. H. Ellis, ...	"	550	0	0	650	0	0	1,200	0	0	
1st Assistant Collector, ...	800	0	0	L. H. B. Tucker, ...	"	550	0	0	250	0	0	800	0	0	
Inam Commissioner, ...	2,000	0	0	C. J. Manson, ...	"	850	0	0	1,300	0	0	1,850	0	0	
Assistant Judge and Session Judge, ..	700	0	0	H. Newton, ...	"	550	0	0	300	0	0	850	0	0	
Ditto ditto, ...	700	0	0	F. Lloyed, ...	"	550	0	0	300	0	0	850	0	0	
1st Assistant Collector, ...	800	0	0	A. R. Grant, ...	"	550	0	0	250	0	0	800	0	0	
Assistant Collector and Magistrate,... ..	800	0	0	A. Rogers, ...	"	550	0	0	250	0	0	800	0	0	
1st Assistant ditto, ...	800	0	0	L. Reid, ...	"	550	0	0	250	0	0	800	0	0	
Ditto ditto, ...	800	0	0	C J. Davies, ...	"	550	0	0	250	0	0	800	0	0	
Assistant Judge and Session Judge, ..	700	0	0	R S. Bagshaw, ...	"	550	0	0	300	0	0	850	0	0	
Assistant Political Agent,...	700	0	0	E. P. Down, ...	5th	400	0	0	300	0	0	700	0	0	
1st Assistant Collector, ...	800	0	0	D. C. R. Leighton, ...	"	400	0	0	250	0	0	650	0	0	
1st Assistant Collector and Magistrate, ...	800	0	0	J. S. Inverarity, ...	"	400	0	0	250	0	0	650	0	0	
Assistant Judge and Session Judge, ..	700	0	0	J. Gibbs, ...	"	400	0	0	300	0	0	700	0	0	
1st Assistant Collector and Magistrate, ..	800	0	0	W. H. Havelock, ...	"	400	0	0	250	0	0	650	0	0	
1st Ditto ditto, ...	700	0	0	G. Scott, ...	"	400	0	0	250	0	0	650	0	0	
2nd Ditto ditto, ...	550	0	0	H. B. Lockett,... ...	"	400	0	0	150	0	0	550	0	0	
(Absent on leave.)	...	...	...	J. W. Robertson, ...	"	400	0	0	...	...	...	...	..	...	
2nd Assistant Collector and Magistrate, ...	550	0	0	W. A. Ritchi, ...	"	400	0	0	150	0	0	550	0	0	
Ditto ditto, ...	550	0	0	L. R. Ashburner, ...	"	400	0	0	150	0	0	550	0	0	
Assistant Judge and Session Judge, ...	700	0	0	C. H. Cameron, ...	"	400	0	0	300	0	0	700	0	0	
2nd Assistant Collector and Magistrate, ..	550	0	0	J. E. Oliphant, ...	"	400	0	0	150	0	0	550	0	0	
Assistant Judge and Session Judge, ...	700	0	0	J. M. Erskine, ...	"	400	0	0	300	0	0	700	0	0	
2nd Assistant Collector and Magistrate, ..	550	0	0	J. F. Armstrong, ...	"	400	0	0	150	0	0	550	0	0	
Ditto ditto, ...	550	0	0	M. J. M. Stewart, ...	"	400	0	0	150	0	0	550	0	0	
Ditto ditto, ...	550	0	0	W. D'Oyly, ...	"	400	0	0	150	0	0	550	0	0	
Ditto ditto, ...	550	0	0	R. F. Mactier, ...	"	400	0	0	150	0	0	550	0	0	
Assistant Inam Commissioner, ...	550	0	0	F. S. Chapman, ...	"	400	0	0	150	0	0	550	0	0	
2nd Assistant Collector and Magistrate, ..	550	0	0	The *Hon'ble* G. A. Hobart, ...	"	400	0	0	150	0	0	550	0	0	
3rd Ditto ditto, ...	400	0	0	R. White, ...	"	400	0	0	150	0	0	550	0	0	
3rd Ditto ditto, ...	400	0	0	C. Walter, ...	"	400	0	0	150	0	0	550	0	0	
3rd Ditto ditto, ...	400	0	0	H. B. Boswell,... ...	"	400	0	0	150	0	0	550	0	0	
3rd Ditto ditto, ...	400	0	0	G. S. Forbes, ...	6th	250	0	0	150	0	0	400	0	0	
3rd Ditto ditto, ...	400	0	0	E. D. Neave, ...	"	250	0	0	150	0	0	400	0	0	
3rd Ditto Commissioner, Sattara, ...	500	0	0	S. St. J. Gordon, ...	"	250	0	0	150	0	0	400	0	0	
3rd Ditto Collector and Magistrate, ..	400	0	0	C. F. H. Shaw, ...	"	250	0	0	150	0	0	400	0	0	
3rd Ditto ditto, ...	400	0	0	C. G. Kemball, ...	"	250	0	0	150	0	0	400	0	0	
3rd Ditto ditto, ...	400	0	0	R. H. Pinley, ...	"	250	0	0	150	0	0	400	0	0	
3rd Ditto ditto, ...	400	0	0	J. R. Arthur, ...	"	250	0	0	150	0	0	400	0	0	
3rd Ditto ditto, ...	400	0	0	A. Bosanquest, ...	"	250	0	0	150	0	0	400	0	0	
(Europe.)				E. W. Ravenscroft, ...	"	250	0	0	...	...	..	...	...	...	
3rd Assistant Collector, ...	400	0	0	E. P. Robertson, ...	"	250	0	0	150	0	0	400	0	0	
3rd Ditto ditto, ...	400	0	0	A. E. D. Grey, ...	"	250	0	0	150	0	0	400	0	0	
Supery. Assistant to the Collector,... ...	400	0	0	R. W. Lodwick, ...	"	250	0	0	150	0	0	400	0	0	
Attached to the Office of Sub-Collector of Nassick, ...	250	0	0	J. W. Stack, ...	"	250	0	0	...	...	...	250	0	0	
3rd Assistant Collector and Magistrate, ..	400	0	0	T. Weeding, ...	"	250	0	0	150	0	0	400	0	0	
Supery. Assistant Commissioner, ...	250	0	0	H. B. Lindsay,... ...	"	250	0	0	...	...	...	250	0	0	
3rd Assistant Collector and Magistrate, ...	400	0	0	J A. G. Duff, ...	"	250	0	0	150	0	0	400	0	0	
3rd Ditto ditto, ...	400	0	0	J. L. Warden, ...	"	250	0	0	150	0	0	400	0	0	
3rd Ditto ditto, ...	400	0	0	W. Sandwith, ...	"	250	0	0	150	0	0	400	0	0	
Arrived 5th June, 1853.	200	0	0	T. C Hope, ...	"	250	0	0	...	...	...	250	0	0	
Ditto 23rd September, 1853, ...	200	0	0	H N. B. Erskine, ...	"	250	0	0	...	...	...	250	0	2	
Unemployed, ...	200	0	0	J. G. White, ...	"	250	0	0	...	...	...	250	0	0	
Ditto, ...	200	0	0	F. F. Arbuthnot, ...	"	250	0	0	...	...	...	250	0	0	
Ditto, ...	200	0	0	R. S. L. S. Paslor, ...	"	250	0	0	...	...	...	250	0	0	

(Signed,) A. MALET,
Bombay Civil Service.

26th October, 1853.

316

APPENDIX NO. 69.
Collectors of Bombay.

Pay and Office allowances of the Bombay Civil Service, under the proposed plan.

	Appointment.	Present pay.			Class.	Pay of Class.	Proposed office allowances.			Total pay and allowances.			Remarks.
1	Accountant General, ...	3,333 3,407	5 6	4 6	2nd	850	2,557	6	6	3,333	5	4	The pay of this appointment will be reduced on a vacancy under the orders of the Honorable Court of Directors. There are some others also that are to be similarly treated. All of them will, of course, require modification, but it is not necessary here to specify them.
2	Civil Auditor, ...	3,333	5	4	"	850	2,483	5	4	3,333	5	4	
3	Puisne Judge Sudder Adawlut, ...	3,500	0	0	"	850	2,650	0	0	3,500	0	0	
4	Revenue Commissioner, ...	3,500	0	0	"	850	2,650	0	0	3,500	0	0	
5	Chief Secretary to Government, ...	3,333	5	4	"	850	2,483	5	4	3,333	5	4	It is probable that there will, in future, be very few, if any, of the 1st Class in ordinary appointments, all the higher appointments should therefore, be calculated for the 2nd Class; if the incumbent be of the 1st Class, the small addition will not be felt.
6	Resident at Baroda, ...	3,000	0	0	"	850	2,150	0	0	3,000	0	0	
7	Collector of Customs, ...	3,000	0	0	"	850	2,150	0	0	3,000	0	0	
8	Secretary to Government, ...	2,916	10	8	"	850	2,066	10	8	2,916	10	8	
9	Senior Magistrate of Police, ...	2,500	0	0	"	850	1,650	0	0	2,500	0	0	The appointments of Member of Council, and Commissioner in Sind, being special, are omitted.
10	Sub Treasurer, General Pay Master and Superintendent of Stamps, ...	2,500	0	0	"	850	1,650	0	0	2,500	0	0	All appointments of which the pay is equal or superior to that of a Collector, are calculated in the 2nd Class; those below that, down to Sub-Collectors, in the 3rd Class; below that, down to 1st Assistant, in the 4th Class; below that, down to 2nd Assistant, in the 5th Class, and below that in the 6th. It is possible that speedy or slow promotion will at times alter the arrangement, but it will be no hardship to the fortunate ones not to receive the full pay till they reach the higher classes; while it will be an advantage to those who may be unfortunate to receive the small addition the Class promotion will give them, even though they may not immediately attain higher office.
11	Judge and Session Judge,...	2,333	5	4	"	850	1,483	5	4	2,333	5	4	
12	Collector and Magistrate,...	2,333	5	4	"	850	1,483	5	4	2,333	5	4	
13	Commissioner at Sattara,...	2,333	5	4	"	850	1,483	5	4	2,333	5	4	
14	Political Agent in Kattywar, ...	2,000	0	0	3rd	700	1,300	0	0	2,000	0	0	
15	Post Master General, ...	2,000	0	0	"	700	1,300	0	0	2,000	0	0	
16	Military Accountant and Deputy Civil Auditor,	2,000	0	0	"	700	1,300	0	0	2,000	0	0	
17	Inam Commissioner, ...	2,000	0	0	"	700	1,300	0	0	2,000	0	0	
18	Registrar Sudder Adawlut, ...	2,000	0	0	"	700	1,300	0	0	2,000	0	0	
19	Political Agent in Kutch, ...	1,400	0	0	"	700	700	0	0	1,400	0	0	
20	Deputy Secretary to Government, ...	1,500	0	0	"	700	800	0	0	1,500	0	0	
21	Sub Collector, ...	1,400	0	0	"	700	700	0	0	1,400	0	0	
22	Deputy Collector of Customs, ...	1,400	0	0	"	700	700	0	0	1,400	0	0	
23	Political Agents and Superintendents, ...	1,200	0	0	4th	550	650	0	0	1,200	0	0	
24	Senior Assistant Judge and Session Judge, ...	1,200	0	0	"	550	650	0	0	1,200	0	0	
25	Assistant Commissioner Sind, ...	1,200	0	0	"	550	650	0	0	1,200	0	0	
26	1st Assistant Commissioner Sattara, ...	1,200	0	0	"	550	650	0	0	1,200	0	0	
27	1st Assistant Collector, ...	800	0	0	"	550	250	0	0	800	0	0	
28	Assistant Judge and Session Judge, ...	700	0	0	5th	400	300	0	0	700	0	0	
29	Assistant Political Agent, South Ma. Country,	700	0	0	"	400	300	0	0	700	0	0	
30	2nd Assistant Collector and Magistrate, ...	550	0	0	"	400	150	0	0	550	0	0	
31	Assistant Inam Commissioner, ...	550	0	0	"	400	150	0	0	550	0	0	
32	3rd Assistant Collector and Magistrate, ...	400	0	0	6th	250	150	0	0	400	0	0	

A. MALET.
Bombay Civil Service.
26th October 1853.

3/8.

APPENDIX NO. 90.

Collectors of Bombay.

MINUTE BY THE HONORABLE MR. REEVES.

I will not object to the experiment proposed by His Lordship being tried in Rutnagherry and in one of the Guzerat Collectorates, if on further consideration this be found practicable without much difficulty. We should, I think, refer to the Government of India for information regarding the settlement which Mr. Ricketts proposes; and also require the opinions of the Survey officers to whom the settlement should be entrusted.

I am not sure that we shall not require the application of all the Bengal Acts to this Presidency so for as the new settlement may extend. It is a remarkable fact that, notwithstanding the alleged goodness of the settlements of the upper Provinces, they seem to require constant propping up. A few days ago only there was an Act of some ninety or a hundred sections published, the object of which was to facilitate the collection of the revenue.

I think the proposition of the Honorable Mr. Malet merits a separate consideration.

H. W. REEVES.
11*th February*, 1858.

327

APPENDIX No. 91
Collector of the Town of Bombay.

No. 772 of 1858.

TERRITORIAL DEPARTMENT, REVENUE.

To

H. RICKETTS, ESQUIRE,

Commissioner for the Revision of Civil salaries and establishments throughout India.

Bombay Castle, 26th February 1858.

SIR,

I AM directed to forward herewith a copy of the minutes as per margin, recorded by the members of this Government on your report regarding the salaries and allowances of the Collector of Bombay and Superintendent of Stationery.

Minute by the Hon'ble Mr. Reeves, dated the 10th February 1858.
Minute by the Right Hon'ble the Governor, concurred in by the Hon'ble Mr. Malet, dated the 12th February 1858.

I have the honor to be,
SIR,
Your most obedient Servant,

H. YOUNG,
Chief Secy. to Government.

322.

APPENDIX No. 92
Collector of the Town of Bombay.

MINUTE BY THE HON BLE MR. REEVES

THIS officer who now receives Rs. 13,800 per annum, is recommended by Mr. Ricketts to be put upon Rs. 12,000 per annum.

No reasons are assigned for the reduction of Rs. 1,000; it is useless therefore to attempt to guess the cause of reduction. It does not strike me that at present the place is overpaid. To use the words of Mr. Ricketts, "I see no room" for the reduction. The establishment is certainly moderate, and that is to be untouched.

I am disposed to think the transfer of the Stationery office to the Commissary General, if likely to be attended with considerable reduction, should be carried out. Mr. Ricketts' objection does not seem to be sound. The Commissary General may, of course, under some very extraordinary pressure, be ordered into the interior, or into field; but this would be a very rare event, and would not affect the superintendence of the Stationery, since the department at the Presidency would still be presided over by the Deputy Commissary General, an officer of nearly equal experience with the Commissary General himself.

Mr. Ricketts says the decision of the Hon'ble Court on the question of the legality of Mr. Hutchinson's appointment is inconsistent with that in case of Mr. Reilly in Bengal This shows how easily we may do without law sometimes. No one troubles his head about Mr Hutchinson's official legality.

H. W. REEVES.

10*th February* 1858.

324

APPENDIX No. 93.
Collector of the Town of Bombay.

MINUTE BY THE RIGHT HON'BLE THE GOVERNOR, CONCURRED IN BY THE HON'BLE MR. MALET.

I DO not think that there is any valid objection to the reduction in the pay of the office of Collector of Bombay proposed by Mr. Ricketts. It will still be equal to that of a Junior Magistrate of Police, and superior to that of the 2nd and 3rd Judges of the Small Cause Court. The duties, I should imagine, were lighter than those of either of the offices I have cited. With regard to the Stationery, I do not see why it should not be made over to the Commissariat; the chief Commissariat office must always be at Bombay, and the Deputy Commissary General is the executive head of the local office, the Commissary General supervising the whole department, but not the details of the local office. I think, however, that this should not be disposed of without a reference to the Commissariat department.

ELPHINSTONE
A. MALET.

12*th* *February* 1858.

326.

APPENDIX No. 94.

The Stationery Department in Bombay, not to be placed under the Commissary General.

No. 1335 of 1858.

TERRITORIAL DEPARTMENT, REVENUE.

To

H. RICKETTS, ESQUIRE,

Commissioner for the revision of Civil salaries and establishments throughout India.

Bombay Castle, 27th April 1858.

SIR,

WITH reference to paragraph 2 of my letter No. 813, dated the 4th ultimo, I am directed to annex copy of a communication from the Commissary General, No. 1652, dated the 27th idem, and to inform you that Government are well aware of the extraordinary demands which have lately been made on the services of the officers of the Commissariat department, and that although, under ordinary circumstances, they think the additional duty of superintending the stationery stores might very well be entrusted to that department, they are unwilling to press the measure under the remonstrance of the head of the department, and against your opinion.

I have the honor to be,

SIR,

Your most obedient Servant,

H YOUNG,

Chief Secretary to Government.

No. 1652 of 1858.

TERRITORIAL DEPARTMENT, REVENUE.

To

THE CHIEF SECRETARY TO GOVERNMENT.

Commissary General's Office, Bombay, 27th March 1858.

SIR,

I HAVE the honor to acknowledge the receipt of your letter No. 812, of the 4th Instant, forwarding an extract, paras. 2 and 4, of a report by Mr. Ricketts, and requesting my opinion as to whether there is any objection to transferring the control of the Stationery department to the Commissariat.

APPENDIX No. 94.

The Stationery Department in Bombay, not to be placed under the Commissary General.

2. In reply, I beg to report for the information of the Right Hon'ble the Governor in Council, that, at present, it is only by the most unremitting exertions on the part of all employed that the current work of the executive department at the presidency can be got through, and in my opinion, the interests of the service would necessarily suffer, if the department were burdened with duties which have not hitherto devolved upon it.

3. The present emergencies of the service demand the undivided attention of Executive Commissariat officers in meeting the many numerous and sudden wants of the large bodies of European troops which have recently arrived in India, and in my opinion, it would be very inexpedient to vest the control of the Government stationery in the Commissariat department

I have the honor to be, &c.,

(Signed) D. DAVIDSON, *Colonel,*

Commissary General.

APPENDIX No. 95 and 96.

Subordinate Officers of the Revenue Department, Bombay.

No. 814 of 1858.

TERRITORIAL DEPARTMENT, REVENUE.

To

H. RICKETTS, ESQUIRE,

Commissioner for the Revision of

Civil Salaries and Establishments throughout India.

Bombay Castle, 4th March 1858.

SIR,

I AM directed to forward herewith a copy of the Minutes as per margin, recorded by the members of this Government on your Report on "Subordinate Officers of the Revenue Department, Bombay."

Minute by the Hon'ble Mr. Reeves, without date.
Ditto by the Right Hon'ble the Governor, dated the 2nd March 1858.
Ditto by the Hon'ble Mr. Malet, dated the 3rd March 1858.
Further ditto by the Hon'ble Mr. Reeves, dated the 3rd March 1858.

I have the honor to be,

SIR,

Your most obedient servant,

H. YOUNG,

Chief Secretary to Government.

96.

MINUTE BY THE HON'BLE MR. REEVES.

I HAVE already given my opinion against the plan which Mr. Ricketts proposes for training judicial officers, by employing them as half Revenue and half Judicial Assistants, and I am now confirmed in the opinion which I expressed, by observing that, while recommending the reduction of Sub-Collectors and Joint Magistrates, Mr. Ricketts allows of no substitutes. The duties of the Magistrates are to be extensively increased, but the means of performing them are recommended to be diminished. I will say no more on this subject.

I have no objection to offer against raising the pay of 1st Assistants to Rupees 800—this ought always to have been the standard, but I affirm that the present disposition of Assistants in this Presidency is superior to that which Mr. Ricketts would substitute. A 1st and 2nd Class 1st Assistant appears to me unmeaning, and it is very unnecessary. We had much better retain our own simple arrangement of 1st, 2nd and 3rd. I would also recommend that no alteration be made in regard to the powers exercised by the Assistants of the second grade. But I would give the 1st Assistants the full powers of Collector and Magistrate.

APPENDIX Nos 96 and 97

Subordinate Officers of the Revenue Department, Bombay.

Every Collector should have a 1st Assistant on Rupees 800 per mensem and a 2nd Assistant on Rupees 600. The Rupees 500 grade is useless. A 3rd Assistant, until he has qualified by passing the second standard, cannot be entrusted with any work of importance. In my Minute on Judicial Officers, I observed that the passed 3rd Assistant would be sufficiently paid at Rupees 250; but I do not think he should receive less than a Deputy Collector of the fourth grade, whose salary is proposed to be Rupees 400. I had not, when I wrote that Minute, seen the scale for Deputy Collectors.

I have no objection to Mr. Ricketts raising the pay of Deputy Collectors, but it seems to me that the principle elsewhere enunciated by him ought to be acted on in the case of these functionaries. But where are we to look for duties to fit the five grades which he proposes? My opinion is, that the increase of Rupees 250 per mensem should be placed at our disposal, and that we should be permitted to settle the salaries in accordance with the real wants of the service of this Presidency, of which this Government must be much better acquainted than any one else. The numerous grades recommended by Mr. Ricketts present, to my mind, nothing but useless complication.

H. W. REEVES.

97

MINUTE BY THE RIGHT HON'BLE THE GOVERNOR, DATED THE 2ND MARCH 1858.

CONCURRED IN BY THE HON'BLE MR. MALET.

MR. RICKETTS, in his Report on subordinate officers in the Revenue Department, proposes to do away with the only remaining Sub-Collectorate in this Presidency, and as this is approved of both by the Revenue Commissioners and by my Hon'ble colleague, Mr. Reeves, I am ready to agree to the proposition.

I agree with Mr. Ricketts in desiring to give the same powers to the Magistrates and their Assistants in this Presidency as they enjoy in the North-West Provinces. I am glad to take any opportunity to increase the powers of local officers, to place in their hands more of responsibility, and to lessen the number of references to controlling authorities. I feel sure that really efficient officers can only be trained under a system which teaches them self-reliance. If one-half of the questions which are now handed up from the Collector to the Revenue Commissioner, and from the Revenue Commissioner to Government, could be settled summarily in the districts, the local officers would be more respected and looked up to by the people, they would necessarily become more efficient, and Government, being relieved from the multitude of petty details which now unnecessarily occupy it, would have more time to devote to more important matters, which, from the great pressure of current business, it is most difficult to take in hand.

I do not see the same objection to grades among the 1st Assistants, which my Hon'ble colleague does. On the contrary, I think that, when we consider the length of time which many 1st Assistants have passed in their appointments, we must come to the conclusion, that an old 1st Assistant is almost inevitably a more efficient officer than a young one; that, therefore, his work is worth more; and that it is moreover hardly fair, that a Civilian of six and a half years' standing, which is the length of service of our youngest 1st Assistant, should be paid nearly as highly as the oldest, whose service is twice as long. For these reasons, I would not object to having two grades among the 1st Assistants, but would take especial care that they should be personal and not local; for in the latter case, either injustice must be

done to individual officers, or removals from one district to another—when inconvenient or even hurtful to the public service, would be unavoidable.

I think that, in the case of the Uncovenanted Deputy Collectorships, for which Mr. Ricketts proposes a number of grades, some latitude should be allowed, and that the local Government should have the power of apportioning salaries according to merit.

The variation in the abilities and qualifications of Uncovenanted Officers is very great, some are as deserving of high pay as Civilians of considerable standing, while others ought to receive less than the lowest grade of Covenanted Assistants. It appears to me to be a mistake to lay down distinctly marked gradations for such officers. The Government who appoints them is the only good judge of their qualifications, and ought to be trusted to pay them accordingly. It may be said that this opens the door of jobbing and favoritism, but all latitude is liable to abuse, and in this case the abuse would be, I trust, the exception, and not the rule.

I have already strongly objected to Mr. Ricketts' proposal to make the junior Assistant Judges do half revenue and half judicial duties, that I need not again repeat what I have said. I think, however, that if we allow of grades among our 1st Assistant Collectors, we must do the same among our Assistant Judges, keeping their pay, as I have elsewhere proposed, at a lower scale. I agree with Mr. Ricketts in his proposal to have one grade of 2nd Assistants and one grade of 3rd Assistants, or, as he calls them, two grades of Junior Assistants, and I think that the pay of Rupees 500 and Rupees 400 per mensem, respectively, is sufficient.

I venture to differ from Mr. Ricketts, however, in his proposal to do away with our Sub-Collectorates, without increasing the number of 1st Assistants. I think that we shall find an additional 1st Assistant necessary in the Ahmednuggur and Tannah Collectorates, to take charge of the Nassick and Colaba districts. The present establishment for those Collectorates has as much as it can do, and if much additional labor be cast upon them, the work will be slurred over.

ELPHINSTONE.

A. MALET.

98

FURTHER MINUTE BY THE HON'BLE MR. REEVES, DATED THE 3RD MARCH 1858.

I DEFER to the opinion of the Right Hon'ble the Governor in regard to the powers and grades of Assistants. I see I coincide with him on other points.

H W REEVES.

G. A. SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO. 1, WESTON'S LANE, COSSITOLLAH.

332

APPENDIX No. 94.

Duftehdars of Bombay

No. 770 of 1858

TERRL. DEPT., REVE.

To

H. RICKETTS, ESQUIRE,

Commissioner for the revision of Civil salaries and establishments throughout India.

Bombay Castle, 26th February 1858.

SIR,

I AM directed to forward herewith, a copy of the Minutes as per margin, recorded by the members of this Government on your report regarding "Duftehdars."

Minute by the Hon'ble Mr Reeves, dated the 10th February 1858.
Minute by the Right Hon'ble the Governor, dated the 14th February 1858
Minute by the Hon'ble Mr Malet, dated the 25th February 1858

I have the honor to be,

SIR,

Your most obedient Servant,

H. YOUNG,

Chief Secretary to Government.

334.

APPENDIX No. 110.

Duftehdars of Bombay.

MINUTE BY THE HON'BLE MR. REEVES, CONCURRED IN BY THE HON'BLE A. MALET.

In this report Mr. Ricketts recommends the abolition of Duftehdars, for the following reasons, 1*st.*—Because the office has been abolished in Bengal; 2*ndly.*—Because Collectors ought to be their own advisers, and not lean on Duftehdars; 3*rdly.*—Because there is no occasion for such an office. "The ryotwarree system is productive of a great deal of trouble, but it is not "difficult work. There can be no great difficulties where there are no rights. "The details may be very bewildering where there is absence of method, "but in a district open to settlement under Captain Wingate's system, "which is founded on the supposition that all are tenants-at-will, and that "there are none connected with the soil, except those tenants-at-will and "the Government. Provided system and method be carefully observed, a man "of moderate ability may go right without having always a Duftehdar at "his elbow."

Without giving in my adhesion to the principle that the Bengal pattern should be strictly followed, I am ready to admit that this functionary may, in Collector's offices, be dispensed with wherever the Revenue survey has been fully completed What the Collector requires in surveyed districts is a well-paid chitness, such as Mr. Ricketts proposes to substitute, and a sufficient staff of good carcoons. The Mamlutdars must be made to do their duty well and thoroughly, promotion must be carefully regulated according to the appropriate test of merit, and if this is enforced, the district duties will proceed satisfactorily

I concede the two first reasons therefore as just, but Mr. Ricketts' third reason is wholly wrong. It is perfectly evident that Mr. Ricketts has failed to make himself acquainted with the Bombay ryotwarree system, either in an unsurveyed or in a surveyed district, in neither of which will his description be found correct.

In the Deccan, by far the larger portion of the lands are *meeras.* In Guzerat we have not only the *talookdaree,* but numerous other tenures. In the Southern Mahratta Country we have the *jodee* and *chalee* tenures. The holders of land under all those tenures possess as good and perfect rights as zemindars in Bengal or the North-West Provinces. Yet Mr. Ricketts affirms that they possess *no rights.*

Captain Wingate dealt in the Deccan and Southern Mahratta Country with the meeras, joodee and chalee tenures, and he has not only *not altered them,* but his system has converted all the *gutcool* occupants into meerasdars or proprietors, so that throughout the surveyed districts there is not a

APPENDIX No. 100.

Duftehdars of Bombay

single occupant of land registered in the accounts, who is not a landed proprietor, possessed of as good a right to his holding as any zemindar or talookdar in Bengal has to his. This has been over and over again described and ruled in the survey papers and reports, and it is so well known throughout the country, that the holders of lands call themselves owners, and act as such. I need say nothing of the numerous enams and other alienation holdings. The remarks of Mr Ricketts here noticed, which are nothing more than strictures upon the survey, are entirely misplaced.

The excellent arrangements of Captain Wingate have so simplified the state of the land revenue, that the advice of a Duftehdar is unnecessary, and the fact is, that the new state of things is infinitely better understood by the European officers than by the Natives, who cannot readily be brought to comprehend that the occupants are *not* "*tenants-at-will*," a mistake which they share with Mr. Ricketts

In all surveyed districts, I would abolish Duftehdars so soon as the question of accounts shall have been thoroughly settled, not before Rs 150 per mensem should be assigned to the present chitness, and an additional carcoon wherever necessary, may be allowed. I am of opinion that this carcoon will everywhere be found indispensable.

H. W. REEVES.
10th February 1858.

I CONCUR in the Hon'ble Mr. Reeves' views.

A MALET.
25th February 1858

APPENDIX No. 111.

Duftehdars of Bombay.

MINUTE BY THE RIGHT HON'BLE THE GOVERNOR OF BOMBAY.

I AM naturally disposed to defer upon a point of this nature to my hon'ble colleague, who has so much experience in the working of our revenue system As he concurs with Mr. Ricketts in considering that the Duftehdars may hereafter be dispensed with, I have no doubt that the measure may be safely carried out. The office may be looked upon as a reward to revenue servants of long standing and high character, but as other appointments of higher value are now open to them, (Huzoor and District Deputy Assistantships), I do not think that this is a sufficient reason for perpetrating an appointment which is not indispensably necessary.

ELPHINSTONE

14*th February* 1856

338

APPENDIX No. 112.

Moonsiff's Establishments in Bengal.

No. 3147.

From

The Secretary to the Government of Bengal.

To

H. RICKETTS, ESQUIRE.
Commissioner for the Revision of Civil Salaries and Establishments throughout India.
JUDICIAL DEPARTMENT.
DATED FORT WILLIAM, 17*th December*, 1856.

SIR,

With reference to that portion of your proposed report which relates to Moonsiffs, forwarded with your letter No. 573, dated the 17th October last, I am directed to inform you that the Lieutenant Governor entirely concurs with you in opinion that the allowance for establishment to Moonsiffs should be increased to Rupees 80 for each as a general measure, leaving it to the Sudder Court to determine the amount to be assigned to, and the number and description of ministerial officers to be entertained by each Moonsiff, with reference to local circumstances.

I have the honor to be,
Sir,
Your most obedient Servant,
W. GREY,
Secretary to the Government of Bengal.

PRINTED BY J. THOMAS, BAPTIST MISSION PRESS.

APPENDIX No. 103.

Moonsiff's Establishments in the North West Provinces.

No. 1940 A. *of* 1856.

From

C. B. THORNHILL, ESQUIRE.
Officiating Secretary to Government
North West Provinces.

To

H. RICKETTS, ESQUIRE.
Commissioner for the Revision of Civil
Salaries and Establishments throughout India.
JUDICIAL DEPARTMENT.
DATED HEAD QUARTERS, *Nynee Tal*, 15*th October*, 1856.

SIR,

The Lieutenant Governor having perused your Memorandum on the insufficiency of Moonsiff's establishments in the North West Provinces, I am desired to state in reply, that His Honor assents to, and would support your proposal for raising the average allowance of these establishments to Rupees 80 a month, subject to distribution among the several Moonsiffships according to the orders of the Sudder Court, if the jurisdiction of the Moonsiffee Courts in the Bengal Presidency should remain as it is fixed by the existing law. If so material an extension of the jurisdiction should take place as has been recommended by Her Majesty's Commissioners in England, a fresh and adequate scale of establishments will, of course, be necessary. But should there be the probability of any great delay in altering the present constitution and powers of the Moonsiff's Courts, then the Lieutenant Governor would very earnestly recommend that the recommendation now framed by you, should have an immediate *ad interim* sanction from the Supreme Government.

2. Your Memorandum will be hereafter returned.

I have the honor to be,
Sir,
Your most obedient Servant,
C. B. THORNHILL,
Officiating Secretary to Government,
North West Provinces.

PRINTED BY J. THOMAS, BAPTIST MISSION PRESS.

Appendix No. 104.
Police of Madras.

JUDICIAL DEPARTMENT.

No. 337.

Extract from the Minutes of Consultation under date the 12th March 1858.

Read again letter from the Commissioner for the Revision of Civil Salaries and Establishments.

POLICE OF MADRAS.

In one of the reports received with the above letter, the Commissioner considers the question of the Police of Madras, that is of the Madras Presidency exclusive of that for the Presidency Town which was commented on by him in the report which accompanied his letter of the 5th and reviewed by Government under date the 29th December last.

2. Mr. Ricketts recites the correspondence which has passed upon the subject resulting in the proposal for the appointment of a Commissioner of Police on a salary of Rupees 30,000 per annum. He states, that he has no objections to offer to the scale of remuneration designed, that the Commissioner will require a considerable establishment of Writers; and pending eventual revision, recommends that he be allowed to entertain one at a cost not exceeding Rupees 1,000 per mensem.

3. He conceives that the operation of the Commissioner will be greatly impeded, if a certain number of District Superintendents are not immediately authorized and license given to the Madras Government to increase the number, as fitting opportunity for the extension of the system shall be presented, and he would recommend the immediate appointment of four Superintendents of Police to be employed under the eye of the Commissioner, in the four Districts nearest Madras. While the Commissioner is employed in procuring general information connected with the whole Presidency, these four Officers will be particularly engaged, under the directions of the Commissioner, in organizing the details. As the arrangements for a District shall be perfected, the separation of the stipendiary and hereditary Officers from the Revenue establishment completed, and the Police establishment thoroughly organized and set to work, Mr. Ricketts would move these four Officers on to other Districts, and appoint new men to the organized Districts. By this means, the organization of the whole will be effected earlier than it would be under new men in each District; the system introduced will be as far as local peculiarities will allow, uniform, and mistakes which will unavoidably be made at first will be timely observed and rectified.

4. Eventually, the Commissioner proceeds, at least twenty-six Superintendents will be required in Madras; seven at Rupees 1,000; eleven at Rupees 800, and eight at Rupees 600 would give an average Rupees 792. He would at once appoint one at Rupees 1,000, two at Rupees 800 and one at Rupees 600 and attach to each a Ministerial establishment at Rupees 150 per month, a Jemadar at Rupees 100 and twenty armed Burkundauzes at Rupees 7 each; all subject to revision as experience shall be gained as to the requirements of the department. The whole immediate expense will be Rupees 8,260 per mensem or Rupees 99,120 per annum.

1 Commissioner of Police			2,500 0 0
1 Superintendent of do			1,000 0 0
2 Do. at Rupees 800 each			1,600 0 0
1 Do.			600 0 0
			5,700 0 0
Establishment for Commissioner		1,000 0 0	
Establishment for 4 Superintendents, at Rs. 150 each.	600 0 0		
Also 4 Jemadars and 80 Burkundauzes for do., the former at Rupees 100 each and the latter at Rs. 7.	960 0 0		
		1,560 0 0	2,560 0 0
	Per mensem Rupees...		8,260 0 0
			12
	or per annum Rupees...		99,120 0 0

5. The Commissioner thinks it unnecessary to make any attempt to grapple with the details of the scheme. It can be satisfactorily matured only by very careful investigations, District by District.

6. The Right Honorable the Governor in Council deems it needless to notice at any length the above scheme. He would only remark that the Honorable the Court having on the strong representation of the Government of Madras approved generally their arrangements for the reform of the Police of this Presidency, this Government have obtained the sanction of the Government of India to the appointment of a Commissioner of Police on the salary and with the establishment referred to by Mr. Ricketts, as also of 20 Superintendents one for each District on Rs. 700 per mensem with also for each District one Assistant of a superior class at Rupees 300 or at their discretion two at Rupees 150 each.

Despatch from Honorable Court of Directors, 30th September 1857, Judicial Department No. 13.
To Government of India, 5th December 1857, No. 1585.
From do 24th December 1857, No. 2050.

7. The correspondence which passed on the occasion will be forwarded to Mr. Ricketts for his information. He will see that the establishment sanctioned by the Government of India does not differ materially from that which he had proposed.

8. No establishment has yet been settled for the Superintendents nor is the force to be placed under their orders determined. Towards its decision the Government have called upon the several Collectors and Magistrates to report the number of Peons in their respective Districts, who on the system taking effect may be set apart for purely Police duties.

(True Extract.)

(Signed) T. PYCROFT,
Chief Secretary.

To H. Ricketts, Esq., Commissioner for the Revision of Civil Salaries and Establishments throughout India.

Exd. F. Cartledge.

APPENDIX No. 185.

Magistracy of Calcutta—Superintendent of Cachar—Commissioner for Thuggee and Dacoity.

No. 672.

GENERAL DEPARTMENT.

FROM

THE JUNIOR SECRETARY TO THE GOVERNMENT OF BENGAL,

To

H. RICKETTS, ESQUIRE,

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

Dated Fort William, the 19th November 1857.

SIR,

I AM directed to acknowledge the receipt of your letter No. 1248, dated the 1st ultimo, forwarding copies of your proposed Reports on the following subjects for the consideration of the Lieutenant-Governor, *viz.* :—

1*st.*—The Magistracies of Calcutta, Madras and Bombay.

2*nd.*—Superintendent of Cachar and his Assistant.

3*rd.*—Commissioner and other Officers for the Suppression of Thuggee and Dacoity.

2. In regard to the first and second subjects, I am desired to state that the Lieutenant-Governor concurs generally in the remarks made by you, and has no objection to make to your suggestions.

3. With reference to the third subject, I am desired to state that the Lieutenant-Governor concurs in your suggestion for augmenting the pay of the Dacoity Commissioner and of the Assistant Superintendent for the Suppression of Thuggee and Dacoity.

4. Your remarks on the salary of the Deputy Magistrates employed under the Dacoity Commissioner appear to be founded on erroneous informations, as these officers belong to the fixed establishment of the Uncovenanted Executive Service, and are, of course, capable of receiving promotion in the several grades of that service according to their merits.

I have the honor to be,

SIR,

Your most obedient servant,

C. T. BUCKLAND,

Junior Secretary to the Government of Bengal.

G. A. SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO. 1, WESTON'S LANE, COSSITOLLAH.

346.

APPENDIX No. 116.

Survey Establishment in Bengal.

No. 46.

GENERAL DEPARTMENT.

FROM

THE JUNIOR SECRETARY TO THE GOVERNMENT OF BENGAL,

TO

H. RICKETTS, ESQUIRE,

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

Dated Fort William, the 8th January 1858

SIR,

I AM directed to acknowledge the receipt of your letter No. 1327, dated the 17th November last, submitting a copy of your proposed Report on the "Survey Establishment in Bengal."

2. In reply, I am desired to inform you that the Lieutenant-Governor concurs generally in the several proposals made by you, with the exception of that which treats of the salary to be awarded to the officer in whom the duties of survey and settlement office are combined.

3. In your Report you state that, "as the civil duties connected with surveys are "considered more arduous and responsible than the professional work, the officer who "devotes part of his time only to the more arduous work, and the remaining part to the "professional work, is not entitled to the same scale of remuneration as the person "whose whole time is devoted to the more responsible duty. The Surveyor and Settle-"ment Officer is not entitled to so high a rate of pay as is given to the person who is "only Settlement Officer. The salaries proposed for Settlement Officers are Rupees "10,800 and Rupees 14,400 per annum, the mean is Rupees 1,000 per mensem. A "salary of Rupees 900 per mensem, or Rupees 10,800 per annum, would be suitable for "the officer who is Settlement Officer and Surveyor."

4. The above argument appears to the Lieutenant-Governor to be susceptible of the following illustration :—

A. Surveys a field and is paid a certain amount. B. settles it and is paid another amount. C. both surveys and settles it, *i. e.* does the whole work of A. and B., and is to be paid less than either of the two.

5. As at present informed, His Honor is unable clearly to comprehend why an officer, who will undertake the united duties of Surveyor and Settlement Officer, should be paid less than the person on whom will devolve only the functions of either a Surveyor or Settlement Officer.

I have, &c.,

(Signed) C. T. BUCKLAND,

Junior Secretary to the Government of Bengal.

G. A. SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO. 1, WESTON'S LANE, COSSITOLLAH.

348.

Appendix No. 107. 349.
Survey and Settlement and Enam Commission.
Madras.

REVENUE DEPARTMENT.

No. 1354. F.

Extract from the Minutes of Consultation, under date the 24th December 1857.

Read the following reports from the Commissioner for the revision of Civil salaries and Establishments.

(Here enter No. 9 and 10, on the subject of Survey and Enam Commission.)

1. In the papers above recorded the Commissioner has favored Government with his views on the proposed survey and re-assessment of this Presidency, and has furnished lists of the Establishment which he considers necessary. The subject has been under discussion in this Presidency for many years, and has only very lately been arranged; the Honorable Court and the Government of India have cordially agreed with the views expressed by the Government, and in the plans they have proposed, and it seems to the Governor in Council to be premature to be suggesting changes, before the officers appointed have yet settled to their work. His Lordship in Council therefore does not propose at present to review this part of the Commissioner's Report, but at the same time he desires to record his acknowledgments for the interest which the Commissioner has taken in the matter, and will give his opinion full consideration during the conduct of operations.

2. As regards the question of an Enam Commission, to which also the Commissioner refers, the Government observe that at present they are not in possession of the views of the Honorable Court to whom the matter has been referred, and they cannot conveniently discuss the question raised by Mr. Ricketts, pending the receipt of the Honorable Court's orders.

3. With this subject the Government observe that they have disposed of all the reports on the Revenue Department furnished by Mr. Ricketts. As already explained in the Extracts from the Minutes of Consultation on the several subjects referred to them, the Government have been unable to agree with the Commissioners propositions. They have not seen the force of the arguments on which they are based, and are under the impression that great evil would result from their adoption. It appears to Government that the Commissioner's views are too much in favor of novelty; all is change; from the Board of Revenue to the Assistant Sheristadar, no single office is to remain as it is, all are to be reconstituted, even district boundaries are to be reformed, and in a country where the whole current of thought and feeling is guided by custom, were *stare perantiquas vias* is the universal motto, it is proposed to sweep away at a blast every thing which the people hold in traditional reverence and respect, and the guiding principle apparently is that, whatever is, is wrong.

4. The Government would not be inclined to adopt these sweeping measures of alteration even if they came supported by an experience of the system it was proposed to abolish; they are still less willing to do so when they reflect, and have, in the papers before them, such evidence, that the Commissioner is treating of matters with which he is practically unacquainted; a few weeks spent in Madras, and some months spent on the Neilgherry Hills, do not, in the opinion of this Government constitute a claim to be heard as an undoubted authority on the whole matter of the Revenue administration of the Presidency, do not warrant confident assertions regarding the details of a Ryotwar settlement, nor justify an unceremonious negation of the recorded opinions of those, who have spent their lives in acquiring the experience on which those opinions were based.

5. The Government find it difficult to admit, and recent events and the present aspect of affairs in both Presidencies tend only to strengthen the difficulty, that the system with which the Commissioner is practically acquainted is all perfect, and that with which he is unacquainted is all evil, that the whole of the Revenue authorities of Madras, from Sir Thomas Munro downwards, with varied, lengthened, and practical experience, should have misapprehended facts which have appeared in their true light only to one who has never held a Revenue charge in the Presidency, who has never visited a Collector's Cutcherry, and whose whole experience has been gained in a school and under a system, which has nothing in common with the system administered here.

6. In the proposals he has submitted, the Government consider that the Comissioner has not made allowances for the country in which they are to be carried out. Public men in India fill

positions very different from those filled by Public men in England, here they are not merely office men, but Governors and Rulers, and the same arguments, only in a limited degree, apply to them, as apply to the ostensible head of the Government in every country in the world. If the representatives of Government in the Provinces of India, wielding authority over millions, are to be left in a position which will result in their being looked to by those they are supposed to rule, as merely office men, guards and palaces, and State and pageantry may every where be swept away, and all outward shew and appearance, may be among the things that are past.

7. This was apparently not the view taken of India by the late Governor General, he did not evince contempt for the outward manifestations of authority, he did not dispense with the parade and shew, which in all countries, and of all most deeply in India, impress the multitude with reverence, and he was too well acquainted with mankind to think it politic to purchase economy in the public expenditure, at the cost of strength and power.

8. The Asiatic judges, not by our ideas, but by his own; a refined admiration of simplicity is to him a thing unknown, outward shew and appearance is what he looks to, he respects only those who can maintain them, and he obeys only those he can respect. This may not be suited to European ideas, but is not on that account to be despised; we cannot place an Englishman to rule a million and half of Asiatics, and tell him to ignore all their national ideas, and act as if they were Anglo Saxons, India is not to be the only country in the world where circumstances are to be left wholly out of consideration, where expediency is to have no place in the mind of the Governors, and were the tradition of ages, and the habits of thought of centuries, are all to be set aside as naught. The Government are satisfied that it will tend most seriously to reduce authority any further to reduce the salaries of the European Officers of Government; they believe that the measure, if carried out, will in a few years be found to have been a most ruinous economy, and that the question is one which involves far higher consideration than the saving of a few thousand Rupees; we cannot govern kingdoms by the rule of three; before he decides a matter, the statesman must view it in all its different aspects, and there are, in the Government of men, many considerations which, at times, make expense, in the end a true economy.

9. But not only do the Government consider the Commissioner's proposals impolitic, but they believe them also to be needless, the few thousand Rupees which their adoption would add to the treasury are as nothing to the hundreds of thousands which a developement of the resources of India would bring to the coffers of the State, a survey of Rajahmundry, when the matter was first pressed, would, in one year, have made up all that the Commissioner's reductions will save the State in ten, and a wise investment of money in remunerative Public Works, would very soon place the Government of India above all necessity to purchase present plenty at the cost of future want.

(True Extract.)

(Signed) H. FORBES,

Acting Secretary to Government.

APPENDIX Nos 108 and 109.

Survey and Settlement, Bombay.

No. 815 of 1858.

Territorial Department, Revenue.

To

H. RICKETTS, Esquire,

Commissioner for the Revision of

Civil Salaries and Establishments throughout India.

Bombay Castle, 4th March 1858.

Sir,

I am directed to forward herewith a copy of the Minutes as per margin, recorded by the Members of this Government on your report on "Survey and Settlement in Bombay."

Minute by the Hon'ble Mr. Reeves, dated the 11th January 1858.
Ditto by the Right Hon'ble the Governor, dated the 2nd March 1858.
Ditto by the Hon'ble Mr. Malet, dated the 3rd March 1858.
Further ditto by the Hon'ble Mr. Reeves, dated the 3rd March 1858.

I have the honor to be,

Sir,

Your most obedient servant,

H. YOUNG,

Chief Secretary to Government.

109

MINUTE by the HON'BLE Mr. REEVES.

Mr. Ricketts first objects to the cost of the Bombay Revenue Survey. He says five annas an acre at the outside is a very extravagant rate. He expresses himself dissatisfied with the actual cost as exhibited by me as Revenue Commissioner, southern division of the survey operations in the Deccan and Southern Mahratta Country :—

	Per square mile.			
Southern Mahratta Country	115	14	6	45′
Poona	100	8	10	6′
Ahmednuggur	242	12	5	3′

although I informed him that in many of the talookas included in these Provinces the survey has paid itself—has not cost Government any thing.

2. It was explained that the high rate of Ahmednuggur was owing to peculiar circumstances attending the winding-up of the business in that Collectorate ; and I have already shown Government that, by stopping the survey in good time, so soon as operations are generally concluded, and leaving newly lapsed villages alone, these circumstances, so unfavorable to the cost of our work, can be avoided. It is to be borne in mind that, in the rates here given by me, the whole of the operations, survey, settlement of boundaries, assessment, and settlement of emoluments of village officers are included, and I maintain that the work, if as good as it professes to be, is cheap.

3. The work in Guzerat is, I admit, costly; but I am not prepared to allow that it will be rendered at all cheaper by the measures recommended by Mr. Ricketts, and which are proposed for application to both the northern and southern divisions, namely, resorting more largely to native agency, enlarging the survey parties, abandoning some of the elaborate details connected with the classification of soils, which Mr. Ricketts considers useless.

4. With regard to native agency, I am disposed to believe that Mr. Ricketts has failed to gather from the reports handed to him, that natives are extensively employed in the Bombay Survey; for he says:—"If qualified officers are procurable, I would employ under the Superintendents of Survey, besides the assistants, as many native surveyors as they could efficiently superintend. If qualified persons are not procurable, natives should be taught as soon as possible, for it is only by their means that the expense can be brought within suitable bounds. "Whenever tried, natives under proper superintendence have executed details such as those connected with field surveys, classification of soils, and adjustment of rates, with admirable correctness. Opposition will be offered to their employment. All the old stories of their untrustworthiness and inaptitude for professional work will be brought forward, but they must not be listened to. The natives in Bombay will be just as useful as natives have proved elsewhere, when properly instructed and supervised."

5. The idea conveyed by these observations to me is, that Mr. Ricketts supposes that, in this Presidency, but especially in the survey, native agency is very sparingly employed, if at all; but the fact is that the whole of the details of measurement, classification, mapping, are performed entirely by natives; the duty of the assistants being that of superintendence, and consisting especially in testing the work of their native subordinates. The natives assist also in various other ways. They are fully instructed in their duty, and perform their work with admirable nicety, as shown in all our reports. So long as native agency is confined to the subordinate details, it may be very safely employed under adequate supervision. This was fully discussed by Mr. Goldsmid and Captain Wingate, in their reply* to the Revenue Commissioner, Mr. Vibart, on the subject of the documents explanatory of the system of settlement in the North-West Provinces, received from the Government of India. To that reply I refer (paras. 5 to 14, under the head of "with reference to the size and nature of the estates and the means taken to effect a survey of them"—also to paras. 30 to 33, "dependance on native functionaries") for full and satisfactory proof, that the question of the extent of trust to be placed on native functionaries has long been thoroughly well understood in the Bombay Presidency. Nothing can, in my opinion, be more just than the remarks at para. 10:—"The Board also allege that Sir Thomas Munro's classification was greatly vitiated by fraud, and further, the details enjoined were so minute, that their successful accomplishment, even by men of the most upright intentions, was impossible. With the correctness or otherwise of former classifications we have little to do, but may state our† opinion, that any classification performed by natives of this country, unless subject to regular and rigid test by European officers, would prove incorrect. We have not the means of determining whether or not the details of Sir Thomas Munro's classification were so minute as to render it impossible for men of upright intentions to accomplish it successfully; but we feel assured that the system of classification followed here is capable of being, and has been, executed with a degree of correctness sufficient for all practical purposes."

6. In the 11th, 12th and 13th paras., the mode of classifying and taking test are shortly but clearly described, and in the 14th it is said:—"Such accuracy has been attained as to reduce the errors arising from all sources so much, that the total error in a whole field rarely amounts

* 17th October 1840.—Appendix No. 1, Joint Report Compilation (printed.) † Mr. Goldsmid and Captain Wingate.

"to the difference between the value of two contiguous classes; and, as we have nine of these, it "is evident that such an error is inconsiderable."

7. There is nothing more notorious in the revenue and political history of this Presidency than the frauds committed by native agency, which have been shown to be extensive and barefaced. These are not "old stories," as Mr. Ricketts calls them, they are well ascertained facts, of which any one may satisfy himself by reference to the records of Government.

8. Mr. Pringle's Revenue Survey, it is well known, broke down owing to his having reposed too much confidence in native agency. He made use of native officers as assistants, and the consequence was, that the work which he had completed at a heavy expense to the state had to be done over again, and much valuable time was occupied in bringing to trial and deserved punishment his subordinates for fraud, bribery, and oppression.

9. Sir Thomas Munro's survey also failed, owing to the same injudicious trust in native agency. I have noticed that this subject has received very serious attention, and I shall only add that the Bombay Revenue Survey was organized by three officers possessed of consummate skill in details, and eminently qualified by their acquaintance with the native character to pronounce authoritatively on this point. They had before them the failures of Madras, as well as of this Presidency; they gave the settlements of the North-West Provinces and Bengal their anxious consideration, and they recommended to Government a system of administration for the Revenue Survey, which has been attended with the most signal success.

10. It appears to me that the Bombay Survey has been nicely and accurately constituted. It gives to the native his appropriate place, that which his natural talents and power of enduring the hardships of the climate naturally point out for him, and it assigns to the European officer the duties of superintendence, which, to be worth anything, must unquestionably be left to him. It thus steers clear of the errors of Madras and of Mr. Pringle, and I shall add of the Upper Provinces likewise; for, as I have already informed Mr. Ricketts, native agency is made use of there in a reckless manner. In my Memorandum 2039 A, June 24th 1857, para 37, I observed as follows:—"After this the khusreh or native field measurement follows, which "answers to the Bombay field survey; but this operation seems to be subjected to a test or "'purtall,' conducted by a separate establishment under the settlement officer. With regard "to the 'khusreh' portion of the operation,* I observe that the ameens employed are paid by "contract, and that it is admitted that they are very badly paid, that in fact they live on the "district in which they are employed. The following startling admission is made regarding "them:—'An insight into the earnings of ameens in each season would, however, amply show "'that this class of public servants do not depend on the money they receive from the Govern-"'ment, and, as before remarked, without bribery and corruption they could not possibly exist.' "The rate of payment is stated to be about two Rupees for every hundred acres of land under "cultivation in Bengal and one Rupee for waste, and one Rupee per hundred acres of cultivated "and eight annas for waste in the North-West Provinces. Under such circumstances it is of "course impossible to say what the real cost of the khusreh operations is. In Bombay our "principle is entirely different; we pay all our subordinates well, we give them as little chance "and inducement as possible for bribery and corruption, and we have good reason for believing "that, on the whole, our principle is very successful."

11. I trust that our system of administering the Revenue Survey, which has cost us so much anxious care, and which has been founded on a thorough acquaintance with the native

* Page 535, Smyth's and Thuillier's Manual.

character, and local experience, may be upheld as it deserves to be, for I am well assured that the measure urged by Mr. Ricketts, however it may ostensibly reduce the cost per square mile, will expose the whole of our work to corruption and fraud, and so become really expensive in the end. The true principle to be kept in view is not to get cheap work, but to get thoroughly good work.

12. I need say nothing on the subject of enlarging the survey parties, this is a question which Government ought not to interfere with. Manifestly, the Superintendents of Survey, every one of whom has himself served as an assistant, must be better qualified than Government, or any one else, to say how many natives he can efficiently supervise. It is perfectly certain that the superintendents are anxious to get their work over as speedily as possible, to produce good returns of work done, and they would be the first to propose the enlargement of the parties if it were advisable. In a question of this kind, I prefer following the advice of men of practical skill and thorough experience to theory. If the superintendents are of opinion, after giving Mr. Ricketts' proposed measure due consideration, that their native subordinates can be safely increased, I would allow of increase, but decidedly not otherwise.

13. Mr. Ricketts says that useless or elaborate details in classification should be abandoned, and in place of our present classification he would substitute a punchayet of ryots selected with care, and properly superintended, by which he is of opinion that soils would be classed with fully as much correctness and at a tithe of the cost. I at once emphatically deny that, in the classification, there are any useless details. It is perfectly useless attempting to combat the scepticism of any one who is not practically acquainted with the history and details of our survey. I have conversed and argued with both Bengal and Madras officers on this subject, and found them equally unimpressible. It is, in fact, impossible to overcome prejudice. Mr. Ricketts has had the Joint Report Compilation and the whole of the Annual Survey Reports of the Presidency at his disposal, and I should have been extremely glad if he had given me the opportunity of convincing him, by ocular demonstration, that our system of classification is only superficially elaborate; that it is really extremely simple, and founded on native practice, and therefore not useless; and that its accuracy is a fact proved by hourly experience. The following extract, para. 13, from the joint letter on the objections of the Government of India, in connection with the survey of the North-West Provinces, appears to me quite sufficient to show that accuracy is secured:—"*Para.* 13.—A proportion of these "returns is subsequently subjected to test by the European officer, who, in company with another "classifier, unacquainted with the classification already made and recorded, goes again over "the same ground, and these make their independent classification of its soils. Should their "results correspond, the accuracy of the test is established, and the correctness or otherwise of "the original classification is ascertained from its comparison with the test; and as this duty "of accompanying the officer is not confined to one, but devolves, in turn, on every native clas-"sifier, it is evident that the nature of this check tends to produce uniformity of classification, "by bringing the opinion of each classifier into immediate contrast with that of his fellows "and of the officer himself, and so enabling the latter at once to detect and remedy any devi-"ations from the general standard. This test is systematic, &c., &c." *It ought not to be doubted*, that if the work of one man is tested independently by two others, who have had no previous communication with each other as to what portion of the work is to be tested, and if the results of these two independent tests coincide with one another and with that of the work tested, it ought not to be doubted, I think, that accuracy is attained. Nothing can well be more clear than this, and this is the kind of proof to which the Bombay Revenue Survey is hourly subjected during eight months of the year. It would be a mere waste of time to enlarge on this subject.

14. Digging in different parts of a field is, in Mr. Ricketts' view, useless. But it is exactly what the ryots would do if they were called upon to classify soils, the productive powers of which they were unacquainted with; and I am entirely at a loss to conceive how an accurate knowledge of the productive powers of land can be obtained by any other means—I say accurate, for in a ryotwar settlement the information must be accurate—a mere general idea of the fertility of plots of lands or fields, however it may suit the purposes of a zemindaree survey, would be entirely useless in such a settlement as we found and have completed in the Deccan and Southern Mahratta Country. We have to settle for individual fields and very frequently with shares of fields, and we must, of necessity, work accurately and in considerable detail.

15. I may here notice an objection advanced by Mr. Ricketts, at which I must express my surprise. He observes :—" That notwithstanding the elaborate enquiries conducted, no " mention is made of manure, the facility of procuring that adapted to the soil, or its cost : " without this all the elaborate enquiries about colors of soil and composition of soil, and depth of " soil, are but little worth." But a reference to the Joint Survey Report, which contains the standard rules for classification, will show that " manure" receives due consideration in the Bombay Survey. See page 13 :—" *Para.* 56, *Classing Garden Lands, point 6th*—" The distance " of the garden from the village, as affecting the cost of manuring :"—*Para.* 65—" The facilities " for manuring *rice* lands will be determined as in the case of *dry crop soils*, by distance from " village, or the locality from which manure is procurable." Further evidence of the attention paid by the authors of the joint report to the subject of manure is presented by para. 14, where its effect is considered in determining the extent of land capable of being cultivated by a single pair of bullocks.

16. In the summary given by the Superintendent of Survey in Ahmednuggur, and quoted by Mr. Ricketts, it appears to me that Lieutenant Prescott did not profess to give an accurate account of the classification, but rather a brief sketch of the influences considered in determining the assessment; and with reference to paras. 66 and 67 of the joint report, there is, therefore, no ground to the objection which Mr. Ricketts thus puts forward against the goodness of our classification.

17. The punchayet composed of ryots is an old and often tried method of determining the assessment in the southern division, and I have no doubt in the northern also. It is not doing justice to revenue officers who have lived among the ryots of this Presidency for years, and devoted so much time and attention to this subject, to suppose that they have omitted to carefully consider the propriety of adopting the punchayet. I remember perfectly well discussing the point with Mr. Goldsmid and Captain Davidson, before the introduction of the survey into the Nassick division, of which I was then Sub-Collector. It must be evident to any one acquainted with a ryotwaree settlement, that to gather other important details of the survey, the classification and assessment must stand entirely independent of information from the ryots, and must be the work of Government alone. Without Government possess a *complete* knowledge of all the details necessary for the formation of an opinion on these points, it is futile to expect anything from punchayets but deception and oppression. The chief ryots would combine all over the country to classify and assess their own and the lands of their friends low, and those of the poorer ryots high, and corruption would of course be once more the order of the day. A survey, based upon such principles, would be most unpopular in the Presidency.

18. I repeat that the operations of the Revenue Survey must stand entirely independent of *local information*. This, however, is always made use of in *its proper place*—it comes in most opportunely and usefully to prove what Mr. Ricketts is sceptical of—the goodness of our

classification. The ryots are always liberal enough in supplying true information when they know Government possesses the key to it and can do without them, and our survey carcoons and assistant superintendents thus often obtain valuable hints from them.

19. Another subject discussed by Mr. Ricketts is that of the extent of fields allowed by the survey. I informed him, that it is a mistake to suppose ten acres the minimum standard. A reference to the joint report* will prove the correctness of this information. At paras. 14 to 18 inclusive, it is shown beyond a doubt that the number of acres cultivable by a pair of bullocks is exceedingly variable in different parts of the country. In a single village it may be twenty acres of light dry crop soil, fifteen medium, twelve heavy, four rice land; but whatever it may be found to be, the size of the fields is to be regulated so as to contain from this to *double* the number of acres. There is no mention whatever of ten acres, while it is specially laid down that lands held on different tenures, as meeras, gutcolee, enam, jodee, are to be measured separately, and *not together in the same field*, even when of smaller areas than what may be easily cultivated by a single pair of bullocks. In fact, enough provision is made in the rules under this head against even *inconvenience*, not to say legal rights; and it is my opinion, that the opinions expressed by the superintendents, Tannah and Guzerat, though apparently conflicting, will be found to agree perfectly with authorized practice, which admits of some diversity of treatment in conformity with local circumstances.

20. It is, however, perfectly certain, that Mr. Ricketts does not understand the effect of the division of lands into survey fields, as laid down in the joint report. Government does not deal with tenants-at-will, but with occupants and co-heirs or co-sharers. Captain Francis' account, quoted by Mr. Ricketts, is express and clear on this point. No division by the survey can in any degree alter or affect a ryot's legal right, for he has full authority over his land, whether he pays the assessment to Government direct, or through another (the khatadar or official occupant); and as it has been already ruled by the Sudder Adawlut, that a civil court has no power to make a Collector alter his accounts, we need entertain no apprehension whatever of clashing between the survey and the law. This does not call for any further argument. Experience is the best illustration. No difficulties have occurred in the southern division and no complaints have yet come from the northern division that I am aware of.

21. With regard to the Rutnagherry Survey, I have already written so fully, that I am unwilling to intrude my opinion again. But I must observe, that in the settlement proposed by Captain Wingate, ten per cent. of the revenue was intended as compensation for the khotes, who were to be maintained in their present position as collectors of the revenue on behalf of Government. No cherished rights whatever are to be interfered with, save and except the single one claimed by the khote, of screwing out of the ryots any amount of revenue forthcoming, and keeping them in a state of mere serfdom. The distinction between permanent holders of land and tenants-at-will is well understood; but the khotes assert that all the cultivators of the Rutnagherry Collectorate in khotee villages are their tenants-at-will. My decided opinion is, that no improvement can take place in Rutnagherry, except in the manner pointed out by Captain Wingate, and I would rather abandon the survey altogether than see anything short of a radical change in the relative position of the khotes and cultivators attempted. It is useless to survey and classify lands for the mere benefit of grasping khotes, and it is useless attempting a revision of the assessment, if khotes can legally evade and set that assessment aside. I know the settlement of the North-West Provinces, Cuttack, and Bengal by reports only; but I know Rutnagherry from actual observation and frequent and lengthened study, and I am convinced that no bolstering up of the khotee system will make the

* Page 4.

cultivators there a free race. They are now slaves, or little better, and so they will remain, unless Captain Wingate's settlement is carried out.

22. I differ from Mr. Ricketts in his opinion of the Bombay Regulations. Chapter 8, Regulation XVII., Clauses 1, 2 and 6, Section 31, have been transferred to the civil courts by Act XVI. of 1830. The Collector has therefore no authority "in regard to the "tenures of land and to the nature and extent of the interest and advantage which should, "in virtue of such tenure, be enjoyed by the parties concerned." He can only summarily adjudicate cases of six months' possession. So far as the ryots are concerned, he cannot fix the assessment, for the custom of the country, and the khotee tenure, which, according to Sections 3 and 8, Regulation XVII., must be respected, prevent him from so doing. This we know by experience. On this subject I will say no more.

23. The rest of Mr. Ricketts' report is occupied with reasons for a large reduction which he proposes to effect in the Revenue Survey establishments to the extent of Rupees 7,960 per mensem, or Rupees 95,520 per annum.

24. The principle on which this reduction is proposed is, I presume, that the salaries at present enjoyed are too high. Against this I very distinctly protest. We shall not obtain the services of a competent settlement officer for Guzerat at an amount of salary below that of a Collector, and it is my belief that the scale proposed for superintendents, 1,100, 950, and 750 per mensem, is scarcely adequate, considering the work and responsibility, if the tentage be reduced to Rupees 75 a month. The tentage should be exactly the same as that of a Collector. An allowance of Rupees 75 is totally inadequate in this Presidency. To assign to the controlling officer a salary of only Rupees 150 a month more than that enjoyed by the officers controlled appears to me inconsistent. I object to the contrast instituted between the Bengal and Bombay Revenue Survey, there is no ground for it. Our survey is a very minute and perfect ryotwaree survey, and the scale of pay ought to be settled according to local circumstances. These have, however, been entirely set aside by Mr. Ricketts.

25. If Government do not approve of the principles laid down in my letter (as Revenue Commissioner southern division) to Mr. Ricketts to appoint two Revenue Survey Commissioners for the whole Presidency on Rupees 1,500 each, with travelling allowance, when travelling, of Rupees 10 per diem, and Superintendents for *each* collectorate on Rupees 750, an arrangement which would render a settlement officer in Guzerat unnecessary, I would recommend our superintendents being left untouched, and I would assign to the single controlling officer, who should take cognizance of the whole of the details, revenue tenures, measurement, and classification, the pay of a Collector.

26. I am of opinion that, unless the controlling officer takes cognizance of the details which Captain Wingate superintended, he will enjoy something very like a sinecure. It will be seen that I have given strong reasons for doubting the existence of the Guzerat case adduced by Mr. Ricketts, as strongly exemplifying the want of professional revision, though I fully admit the propriety of having a Revenue Survey Controlling Officer.

27. The assistants are reduced from Rupees 500 and Rupees 375 to Rupees 300 and Rupees 250, and under this head alone a reduction is proposed of Rupees 4,830 per mensem, *i. e.* from Rupees 13,905 to Rupees 9,075 per mensem. The only reason assigned for this is, that Mr. Ricketts believes that "the pay of the assistant surveyors at Bombay is on a more liberal scale than is necessary, in order to procure "the services of capable persons," and yet nothing is more difficult than to find *capable persons* for the Bombay Survey. Prices here

are said to be much higher than in Bengal. Much depends upon the idea entertained of the qualifications of a capable person ; and if native assistants are to be introduced, the salary proposed by Mr. Ricketts may be enough and more than enough, for I know that such assistants will add considerably to their incomes by indirect means ; but as the Bombay assistant superintendents have most laborious duties to perform in the field and at the desk, and are required to make themselves thoroughly acquainted with the whole of the revenue details of the collectorate in which they are employed, I am quite unable to concur in the proposal here made for so serious a reduction in the remuneration of these officers. The accuracy of our ryotwaree system is everything I once more repeat, and it depends entirely upon the superintendence exercised by the European assistants. I protest against the reduction of pay contemplated by Mr. Ricketts, for I believe it will render the Bombay Survey worthless.

28. With regard to the rules of promoting assistants and supernumeraries, it is my opinion that such details are best left to the judgment of local authorities. Mere length of service, unattended with ability and diligence, is not at present the rule of the Bombay Survey.

29. I have no particular objection to offer to Mr. Ricketts' proposals in regard to supernumerary assistants, or to the substitution of Rupees 50 per mensem additional, in lieu of batta to the uncovenanted assistants.

30. With regard to sub-assistants, I believe it would prove a boon to the survey if this grade were abolished altogether. No work of any importance ought ever to be entrusted to them, and I have nothing to urge against the reduction to which it is proposed to subject officers of this denomination. My objections to reduction apply solely to the hard-working officers, the accuracy of whose work, and the diligent employment of whose time, is of such essential importance to the character and stability of our works.

H. W. REEVES

The 11*th January* 1858.

MINUTE BY THE RIGHT HON'BLE THE GOVERNOR.

No one can read Mr. Ricketts' report on the Revenue Surveys of this Presidency, and my Hon'ble colleague Mr. Reeves' remarks thereon, without being struck by a peculiarity which I have very often observed in officers of long revenue experience in India—I mean the local bias which their minds have unconsciously received, and the tendency to view those systems as the best which they have been accustomed to see in operation, and which they have themselves carried out in practice. This is not at all to be wondered at—on the contrary, it is natural that a man should think that system best which he has been employed in carrying out for the greater part of his life, and which his actual experience tells him greatly increases the comfort and well-being of the people committed to his charge. Great benefit has no doubt been conferred on the ryot by both the North-West and the Bombay Revenue Surveys. In both cases, the new assessment has been lighter than the old, and the cultivator therefore more prosperous. It is not unnatural that the good which results from the liberality of the settlement should be ascribed to the principle on which the survey was founded.

It is not surprising, therefore, to find two men well qualified to treat of the difficult subject on which they write, and both strongly desirous of the well-being of the people, coming on most points to opposite conclusions.

APPENDIX No. ///

Survey and Settlement, Bombay.

Mr. Ricketts finds fault with the whole system of the Bombay Survey, and condemns it as too expensive, as not being under the superintendence of a single head, as being absurdly minute and elaborate in its details, as wanting uniformity, as objectionable in many of its rules, as to taking up and relinquishing cultivation, as interfering too much with existing rights, &c., &c.

Mr. Reeves, on the contrary, holds that even if the Bombay Survey has been apparently expensive, it has not been really so. In most instances he considers it to have been chiefly accomplished; and that were Mr. Ricketts' proposals to reduce the expense and increase native agency brought into practice, they would not have the effect expected, or only at the cost of the efficiency of the survey. The superintendence of a skilled officer over the whole system he considers advisable, but would not carry it out either as to pay or duties in the mode proposed by Mr. Ricketts. He considers the minuteness complained of by Mr. Ricketts and the elaborate details as absolutely essential to a ryotwaree settlement, and that its future efficiency depends on the care bestowed on laying its foundation. He is of opinion that the points which Mr. Ricketts looks on as faulty in the tenure of the survey fields are necessary to the proper action of a ryotwar system, and that the want of uniformity complained of does not exist.

These represent the objections which will be taken by the opponents of the ryotwar system, and the answer made by its defenders as long as discussion is carried on, and I believe that, viewed in the light of the opposite principles, both objections and answers are, to a great extent, well founded.

No doubt good has resulted from the ryotwar as from other systems, owing perhaps, as I have said above, rather to the lightness and fixity of assessment than to any inherent superiority in the fundamental principles. No doubt that, compared with the North-West and other parts of India, the Bombay system does seem very expensive, its details needlessly minute and laborious, and its tendency to increase the work of the local officers great; but are not these faults inseparable from the system? And if the ryotwar is the system of the country, can effects which are absolutely necessary to its efficiency fairly be called faults at all?

The fault lies deeper, and to cure it the whole system of revenue management in Bombay must be changed. This, I own, I am not prepared to recommend. I think it would be vacillating and short-sighted policy after the Government of this Presidency has fairly undertaken, after much careful consideration and under the most able advice, to carry out a certain system of survey, and has gone far towards its completion, to do anything now to weaken that system where it is in operation—on the contrary, it must be upheld in its integrity.

There are still, however, many portions of this Presidency unsurveyed, and I do not see that we are precluded from making a trial of the North-West system in such portions.

I confess that I am inclined always to look with disfavor at any scheme of revenue management which does not encourage that most peculiar, most ancient, and most indestructible of all Indian institutions, the village community. It accords so well with our ideas of self-government, it is so natural to the people, and it carries in it a germ of freedom such as we look for in vain in any other oriental institution, that I am anxious to uphold it where it is possible

It is too late to discuss this question as applicable to the older surveyed portions of the Presidency. A liberal and excellent modification of the pure ryotwar has been introduced, and has

doubtless succeeded where it has had time to take root. Whether a system of joint responsibility would have succeeded as well, it is difficult now to say.

The village communities had been allowed to decay, and it is fully acknowledged by those who understand the subject, that they are very difficult to re-construct. But where the communities exist, they should be encouraged, and I would here again recommend what I have proposed in another minute, that the village system should be tried in some of the Guzerat collectorates, where a number of the communities exist, and in Rutnagherry, where the khotce villages bear a strong resemblance to the zemindaree villages of the North-West. Even if it proved successful in these districts, I would not propose, therefore, to introduce it into other parts of Bombay. More would be lost in the confusion and uncertainty attendant on such a course than could be gained by the change in other respects.

Before leaving this part of the subject, it may be as well to mention one point of decided superiority in the working of the Bombay system over that of the North-West. I allude to the operations of the civil courts. In the North-West Provinces we very frequently hear of the evil effects of civil decrees upon the village communities, and the gradual undermining of the system which appears to be going on from their operations. Mr. Ricketts seems to think that something of the same sort must be going on here, but my Hon'ble colleague, whose practical knowledge on the subject is undoubted, says that we need entertain no apprehension of a clashing between the survey and the law. No difficulties have occurred within his own experience in the southern division, nor has he heard of any complaints from the northern. We should bear this in mind in surveying any districts on the joint-responsibility principle, and take care to prevent the evils which have affected the North-West. On the other hand, when, by the natural operation of the Hindu Law of Inheritance, the interest of the khatadar in the field entered in his name in the Collector's book is reduced to a mere fraction, I do not clearly understand how he can justly be made answerable for the whole revenue, or how he is to recover their shares from the other fractional proprietors.

The remainder of Mr. Ricketts' report and Mr. Reeves' minute discuss the question of the proper pay to be given to the survey officers and different details connected therewith. It is impossible for any one who is not *practically* acquainted with the details of revenue management to discuss these points properly. I can only give it as my decided opinion that the Bombay system must now be carried out thoroughly in by far the greater part of this Presidency, and as I believe the labor and responsibility attaching to officers employed on a ryotwaree survey are much greater than in other systems, they should be paid more highly, and I cannot think that it would be fair to reduce them to the same pay as in Bengal. I quite agree with both Mr. Ricketts and Mr. Reeves, that a skilled officer to superintend the whole surveys of the Presidency would be a desirable thing and well worthy of our support. His pay, however, must be on a par with the importance of his position, and I do not think that Mr. Ricketts proposes sufficiently ample remuneration for the responsibilities of the office.

The proposed reduction in the pay of assistants is decidedly too great. We shall not be able to obtain the services of properly qualified officers at so low a rate, and I should be sorry to see the standard of our survey officers lowered, or that we should be driven to employ men in responsible positions who will not obtain the same respect and consideration from the natives which our survey officers now enjoy, and which I consider as indispensable to the success of the system.

ELPHINSTONE.

The 2nd March 1858.

APPENDIX No. 111 and 112.

Survey and Settlement, Bombay

MINUTE BY THE HON'BLE MR. MALET.

HAVING never served in the revenue line since the present system of survey was introduced, I cannot speak of it from experience, or discuss the details which my Hon'ble colleague, Mr. Reeves, has entered into. I would, however, join in deprecating most strongly the reduction recommended by Mr. Ricketts. The survey is succeeding most admirably and its details should not be altered against the protest of those who alone can be qualified to judge of their suitableness.

With reference to the ryotwaree and village settlement, I would remark that we must take the materials we have. Where a village is ryotwar, how are we to introduce proprietors or shareholders? I have no objection to continue the tenures we find in existence (even though I believe the tendency of the baghdaree villages is inevitably, with varying rapidity, toward the ryotwaree system) and to shape our survey accordingly; but I would do no more.

A. MALET.

The 3rd March 1858.

112

FURTHER MINUTE BY THE HON'BLE MR. REEVES.

I AM sure I am quite ready to give the Right Hon'ble the President my cordial aid in carrying out any experiment he may consider advisable in Guzerat and Rutnagherry.

With regard to the doubt expressed by His Lordship as to the power of the khatadar to recover from shareholders in a field, after his share shall have become reduced to a mere fraction, I would observe that the khatadar, if there be no recognized shareholders, would certainly be responsible, and if the whole of the assessment due on the field were not forthcoming, the occupancy of the field would be sold to pay it.

Practically, the responsibilities being all fully known, this result would rarely happen. In case of difficulties on the part of the khatadar, he would sell the right of occupancy to one of the shareholders, who would then have his name entered in the Government accounts.

H W REEVES

The 3rd March 1858.

G. A SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO 1, WESTON'S LANE, COSSITOLLAH.

302

APPENDIX No. 113.

Inspector of Prisons in Bengal.

No. 2763.

From

The Junior Secretary to the Government of Bengal,

To

H. RICKETTS, ESQUIRE.
Commissioner for the Revision of Civil Salaries and Establishments throughout India.

Dated DARJEELING 27*th May* 1857.

FINANCIAL.

SIR,

I am directed to acknowledge the receipt of your letter No. 975 dated 1st Instant, enclosing copy of your proposed remarks on the salaries of the Inspector General of Prisons.

2nd. The powers of the Inspector in Bengal have been very recently assimilated in every respect to those exercised by the Inspector in the North Western Provinces.

3rd. The number of Jails in Bengal, and the distance to be travelled by the Inspector in Bengal, are much in excess of those in the North Western Provinces, not to mention the greater facilities for travelling which exist in the North Western Provinces owing to the soil and climate.

4th. You, however, propose to place the Inspector of Prisons in Bengal on the same salary as the Inspector in the North Western Provinces, and to reduce the salary of each appointment by 5,000 Rupees.

5th. You also propose a travelling allowance of ten Rupees a day for the Inspector when actually travelling, and five Rupees a day when, though not actually travelling, absent from Head Quarters. The Inspector in Bengal has recently shewn that his travelling allowance of ten Rupees a day is utterly insufficient to meet the bare cost of travelling, and the Lieutenant Governor has proposed to the Supreme Government to allow a rate of eight annas a mile, with four Rupees for halts not exceeding twenty days' duration, this being the allowance fixed by the Supreme Government for officers in the department of Public Instruction.

6th. The Lieutenant Governor is not aware of the principles by which you have been guided in fixing the salaries of the several Inspectors with reference to their duties, and you have been already made acquainted with the Lieutenant Governor's opinion that a reduction of salaries for the mere sake of reduction, is not likely to be advantageous to Government. The eminent character of the medical officer who now holds the appointment of Inspector in Bengal, with very doubtful pecuniary advantage to himself, affords an illustration of the proper rate of remuneration which is required for the office, in which it is also to be observed an expenditure, which last year amounted to 8,11,938 Rupees, is now subject to his control.

I have the honor to be,
Sir,
Your most obedient Servant,

C. J. BUCKLAND.
Junior Secretary to the Government of Bengal.

APPENDIX No. 114.

Commissioner of Police and Inspector General of Prisons in Bombay.

No. 1608 *of* 1857.

Judicial Department.

To

The Commissioner for the revision of Civil salaries and establishments throughout India,
MADRAS.

BOMBAY CASTLE, 20*th May*, 1857.

SIR,

I am directed to acknowledge the receipt of your letter dated 1st Instant, No. 978, with accompaniment, and to inform you, that the Right Honorable the Governor in Council has no objection to offer to the proposed salary for the Inspector General of Prisons and Commissioner of Police of the Bombay Presidency, namely Rupees 28,000 instead of Rupees 30,000.

I have the honor to be,
Sir,
Your most obedient Servant,
H. L. ANDERSON.
Secretary to Government.

PRINTED BY J. THOMAS, BAPTIST MISSION PRESS.

[illegible]

APPENDIX No. 165.

Remembrancer of Legal Affairs, Bengal.

No. 696.

From

The Secretary to the Government of Bengal,

To

H. RICKETTS, ESQUIRE,

Commissioner for the Revision of Civil salaries and establishments.

Dated, FORT WILLIAM, *The* 30*th October* 1856.

GENERAL.

SIR,

I am directed by the Lieutenant Governor to acknowledge the receipt of your letter No. 593, dated the 21st instant, and its enclosure, relating to the office of Remembrancer of Legal affairs, and in reply to state that His Honor agrees with you that the Remembrancer should be paid on the same scale as a Judge, but if there are to be two grades of Judges, the Lieutenant Governor thinks it will be desirable that the Remembrancer should ordinarily begin at the lower grade of salary, and rise to the higher grade.

I have the honor to be,
Sir,
Your most obedient Servant,

W. GREY,
Secretary to the Government of Bengal.

308.

APPENDIX No. 116.

Remembrancer of Legal Affairs, North Western Provinces.

(COPY.)

No. 2025 *A of* 1856.

From

C. B. THORNHILL, Esquire,
Officiating Secretary to Government, North Western Provinces.

To

H. W. DASHWOOD, Esquire,
Register Sudder Dewany Nizamut Adaluwt,
North Western Provinces, Agra.

and No. 2026, *A.*

W. H. LOWE, Esquire,
Officiating Secretary, Sudder Board of Revenue,
North Western Provinces, Agra.

Dated Head Quarters, Nynee Tal, *the 25th October* 1856.

JUDICIAL DEPARTMENT.

Sir,

I am desired to forward for an expression of the opinion of the Court and Board, the accompanying copy of a letter from the Commissioner for the Revision of Civil salaries, No. 5741, Dated 17th Instant, with enclosure containing his suggestions regarding the offices of Legal Remembrancer in Bengal and the North Western Provinces.

2. I am desired to state, that it is the present opinion of the Lieutenant Governor, that the office of Legal Remembrancer in these Provinces should be on an independent footing. For, though the duty in the Civil Department may be comparatively light in reference to the similar duty under the Government of Bengal, that in the Criminal Department will be very important, and probably quite as heavy as regards the number, though not always so as regards the intricacy and difficulty of the cases.

3. In the Criminal Department, the Board would not be appropriate advisers, while the Remembrancer would always consult with them, and receive their suggestions with deference in Civil cases connected with any of the branches of Revenue under their superintendence.

Head Quarters,
Nynee Tal,
The 25th October 1856.

I have, &c.
(Signed) C. B. THORNHILL,
Officiating Secretary to Government,
North Western Provinces.

No. 2027 *A of* 1856.

JUDICIAL DEPARTMENT.

Head Quarters, Nynee Tal,
The 25th October 1856.

Copy of the foregoing is forwarded to the Commissioner for Revision of Civil salaries &c., in reply to letter No. 574, Dated 17th Instant.

C. B. THORNHILL,
Officiating Secretary to Government,
North Western Provinces.

Enclosure returned.

340

34.

APPENDIX No. 114.

Remembrancer of Legal Affairs, North Western Provinces.

No. 6028 *of* 1856.

From

R. C. OLDFIELD, Esquire,
Assistant Secretary to Government, North Western Provinces,

To

H. RICKETTS, Esquire,
Commissioner for the revision of Civil Salaries and Establishments throughout India,
Calcutta.

Dated, Agra, *the 25th November,* 1856.

JUDICIAL DEPARTMENT.

Sir,

In continuation of docket of the 25th ultimo, No. 2027 A, relative to the appointment of a Legal Remembrancer for these Provinces, I am directed by the Honorable the Lieutenant Governor, to forward to you the accompanying copies of two letters from the Sudder Board of Revenue and Sudder Court of Agra, dated respectively, the 3rd and 8th Instant, No. 1444 and 1639, on the subject, and to state that His Honor adheres to the view before expressed by him, and now concurred in by the Court.

2. The duties in the Civil Department will be heavier than the Board anticipate, but there will be no objection to the officer chosen to be Remembrancer and Advocate giving such aid as he may have leisure for in connection with the duties of the Central examination Committee.

I have the honor to be,
Sir,
Your most obedient Servant,
R. C. OLDFIELD,
Assistant Secretary to Government,
North Western Provinces.

Agra,
The 25th November, 1856.

342.

APPENDIX No. 118.

Remembrancer of Legal Affairs, North Western Provinces.

COPY.

No. 1444, *of* 1856.

From

W. H. LOWE, Esquire,
Officiating Secretary, Sudder Board of Revenue,
North Western Provinces,

To

C. B. THORNHILL, Esquire,
Officiating Secretary to Government,
North Western Provinces.

Dated, Agra, 3*rd November* 1856.

REVENUE.

Sir,

Present.
E. A. Reade, Esquire, Senior Member, and W. Muir, Esquire, Officiating Junior Member.

In reply to your letter No. 2026 A, dated 25th October, transmitting copy of a letter from Commissioner for revision of salaries, containing his suggestions regarding the office of Legal Remembrancer in Bengal and North Western Provinces, and requesting their opinion thereon, I am directed by the Sudder Board of Revenue to offer, on their part, the following remarks.

2. The Board are of opinion that the conduct of Government suits, so far as Civil cases are concerned, would not afford sufficient business to justify the nomination of a separate officer for its supervision, in these Provinces.

3. The result of Civil litigation, as lately reported to Government, appears to be, upon the whole, as satisfactory, in Government suits as it has been found in Bengal, under the control of a Legal Remembrancer.

4. It would undoubtedly be a relief to the Board to be disencumbered from the duty, and it is not improbable that by the vigilant care of one able supervisor, the business might be more efficiently conducted than by the Board in the midst of their multifarious concerns. Still the fact remains, that they have hitherto conducted the litigation of the Government in a manner far from unsatisfactory, and a sufficient case is not made out for the new drain upon the public resources, to be occasioned by the appointment of an officer solely to this duty.

5. This seems to be admitted in the correspondence furnished by the Government, since the proposal for a separate officer is based mainly upon the Criminal duties which would fall to his lot. It is hardly the province of the Board to enter into the consideration of the necessity or otherwise of the constitution of an independent office for the supervision and conduct of Criminal cases. The subject, the Board understand, has been discussed by Government with the Nizamut Adawlut; the immediate occasion being the expediency of urging fully and comprehensively upon the Court, the various bearings of the evidence in prosecutions for infanticide. There is no doubt that material advantages would accrue from having an officer specially charged with watching the course of these and similarly important cases, and securing the interests of justice.

6. The Board are, however, doubtful how far such employment, added to the care of the

APPENDIX No. 118.

Remembrancer of Legal Affairs North Western Provinces.

Civil litigation in which Government is concerned, would afford sufficient employment, for an officer remunerated at the scale necessary for obtaining services of the nature required.

7. It occurs to them to suggest that the appointment might be combined with that of Secretary to the Central Examination Committee, or Assistant Secretary to it, the Register to the Sudder Court continuing Secretary.

8. The Board have reason to know that the Central Committee have unanimously resolved, with reference to the prospective very large additions to the labours of the Committee, to solicit from the Government special assistance for the compilation and translation of the questions, and for the valuation of the answers. The Board, indeed, do not see how, without such assistance, the vastly extended sphere of the Committee, including all Native Deputy Collectors and all 1st Class Tahseeldarships, could possibly be otherwise compassed. It would certainly appear that an officer is needed capable of translating the questions and valuing the vernacular answers.

9. The Board would suggest that this appointment might be combined with that of Legal Remembrancer. If united to the Secretaryship of the Examination Committee, it would warrant a scale of pay which the limited functions of the Civil and Criminal duty, as Remembrancer, would probably not justify; and would thus secure superior talent and ability at once for the relief of the Examination Committee, and for the more able discharge of the functions of the office of Remembrancer.

10. The Remembrancer might be *Joint* Secretary with the Register to the Court, it being expected of him to set all vernacular questions, and revise all vernacular answers, subject to the control of the Committee.

11. His functions might also be extended to securing greater efficiency in the *Civil* examination of Moonsiffs, Pleaders, &c.

I have, &c.,
(Signed) W. H. LOWE,
Officiating Secretary.

Sudder Board of Revenue,
NORTH WESTERN PROVINCES, AGRA,
the 3rd November 1856.

(True Copy)
R. C. OLDFIELD,
Assistant to the Secretary to Government,
North Western Provinces.

APPENDIX No. 119.

Remembrancer of Legal Affairs, North Western Provinces.

COPY.

No. 1639 *of* 1856.

From

H. W. DASHWOOD, Esquire,
Register to the Court of Nizamut Adawlut,
North Western Provinces.

To

C. B. THORNHILL, Esquire,
Secretary to the Government,
North Western Provinces.

Dated Agra, *the 8th November*, 1856.

N. A. N. W. P.

Present.

H. Unwin, Esquire, Judge, and
C. Raikes, Esq. Officiating Judge.

Sir,

I am directed to acknowledge the receipt of your letter No. 2025 A, dated the 25th ultimo, forwarding for an expression of the Court's opinion, copy of a letter from the Commissioner for the revision of Civil Salaries, &c. No. 574, dated the 17th instant, with enclosure, containing his suggestions regarding the Offices of Legal Remembrancer in the Bengal and North Western Provinces; and in reply, to submit the following remarks :—

2. The Court observe that Mr. Ricketts proposes the appointment of an officer, Covenanted or Uncovenanted, to conduct cases instituted for or against the Government, in these Provinces, under the general control of the Sudder Board of Revenue. His Honor the Lieutenant Governor, on the other hand, is of opinion that the Office of Legal Remembrancer should be on an independent footing. In this latter opinion the Court entirely concur. As remarked by His Honor, the Board would not be appropriate advisers in the Criminal Department, nor would every Civil suit concern the interests of Government in the Revenue Branch of the administration, and therefore fall within the peculiar cognizance of the Board. The Court would advocate the appointment of a properly qualified officer independent of the Sudder Board of Revenue, and responsible, as in the Lower Provinces, to the Government alone.

I have, &c.
(Signed) H. W. DASHWOOD,
Register.

Agra,
the 8th November 1856.

(True Copy)
R. C. OLDFIELD,
Assistant to the Secretary to Government,
North Western Provinces.

346.

APPENDIX NO. 120.

Remembrancer of Legal Affairs, Madras.

JUDICIAL DEPARTMENT.

No. 1459.

FROM

T. PYCROFT, ESQ.,

Chief Secretary to the Government of Fort Saint George.

To

H. RICKETTS, ESQ.,

Commissioner for the revision of Civil Salaries and Establishments throughout India.

FORT ST. GEORGE, 10*th November* 1857.

SIR,

I have the honor to acknowledge the receipt of your report on the Remembrancer of Legal Affairs and Government Pleader at Madras, and am directed to inform you that the Government do not wish to offer objections to your proposed arrangement.

I have the honor to be,
Sir,
Your most obedient Servant,
T. PYCROFT,
Chief Secretary.

3/8.

Appendix No. 121
Salt and Opium Departments
of Bengal.

No. 895.

FROM

THE SECRETARY TO THE GOVERNMENT OF BENGAL.

To

H. RICKETTS, ESQ.

Commissioner for the revision of Civil Salaries and Establishments throughout India.

DATED FORT WILLIAM, *the 29th December* 1856.

SIR,

General.

In reference to that part of your report forwarded with your letter No. 573, dated the 17th October last, which relates to officers in the Salt and Opium Departments, I am directed to communicate the following observations.

2. It appears to the Lieutenant Governor that your proposal in regard to the scale on which the salaries of the Opium Agents should be fixed, proceeds upon an erroneous supposition, and an inadequate estimate of the duties and responsibilities of these officers His Honor is not aware that it has been usual to nominate to these appointments only such officers as have been considered to be "not of sufficient ability to be Judges and Commissioners"—nor is he prepared to admit that it is the case that "men of ability have never been made Opium Agents." To go no further back than the present incumbent of the Patna Agency, and his immediate predecessor, Mr. Loughnan, both of these officers, I am to observe, were, at the time of their appointment, Zillah Judges, and both had, in that capacity, conducted their duties with credit, and even so far distinguished themselves, as to make it probable that they would, in due course, have been promoted to the bench of the Sudder Court. In fact the offer of such promotion was actually made to Mr. Loughnan,* but declined by him on private considerations. No such inference, therefore, as you have drawn of the opinion of Government, as to the description of men required to fill the office of Agent, is fairly deducible from what you have assumed to be the character of the men who have been so employed. That men of the highest order of ability have not usually occupied the position of Opium Agents, is true enough, but what is indicated by this circumstance is not that such men are not required, and could not with advantage be employed in these offices, but that these appointments have not been sought after by men of this stamp, from its being obvious, and well known, that Opium Agencies afford little prospect of advancement to those offices of the highest distinction to which men of ability and ambition naturally aspire.

* Mr Cardew also is another recent instance of a Judicial Officer of high repute being selected for an Opium Agency

3. The qualifications requisite for the efficient discharge of the duties of an Opium Agent are certainly of a higher order than you seem disposed to admit. The instances to which you refer, as proving that his is "not a responsibility for which a high scale of remuneration is needful," or which requires "the sort of ability which commands a high price," were not, the Lieutenant Governor observes, brought forward by the Agents in illustration of the nature of the duties devolving upon them, but of the heavy pecuniary responsibility to which they are some times subjected from "untoward circumstances, which may, or may not, be beyond control." The work at the factory, which it may be possible, as you remark, for any one with "care, constant attention, and ordinary common sense" to superintend successfully, constitutes by no means the only, or the most important duty of the Agents. It is in the arrangements connected with the cultivation in the several districts, and the

supply of the drug to the Factory, in the superintendence of the operations of the Deputies and their large establishments, and in the supervision and control of numerous and extensive disbursements, that the time and attention of the Agents are principally occupied. The efficient discharge of these duties calls for something more than the common place qualities which you have described, and implies judgment, tact, method, business habits, and an aptitude for organization and control by no means so universally possessed as to be found in every "officer of considerable standing," who, according to your supposition, would be entitled to claim the appointment by reason of his unfitness for any other office.

4. But while the Lieutenant Governor thus differs from you in his estimate of the duties of the office of an Opium Agent, and the qualifications necessary for their efficient discharge, he is disposed to think with you that a certain reduction may, unobjectionably, be made in the salaries attached to those appointments. To what extent this reduction may be carried, cannot assuredly be determined by any reply which may be made to your question of "what would a joint stock Company, manufacturing Opium at Patna, give their Agent there, who had the management of a yearly outlay of 86 lacs of Rupees?" for this question supposes a state of things very different from that which actually does, or is likely to exist, and puts out of sight the peculiarity of an exclusive service, a consideration which it is impossible to set aside in a matter of this kind. Neither would it advance the enquiry to consider "what would be a suitable income for a man ten years in India appointed Agent at Patna?" because it is pretty certain, from the constitution of the Civil Service, that an Officer of that standing never would be appointed. It is probable that the Agents will generally be selected from the grade of Collectors, and it is desirable, His Honor thinks, that this should be the case, as in a Collector's office can best be acquired that kind of experience which would be most useful in an Agency. Of course none but an efficient Collector would be selected. It is necessary therefore that the salary of the Opium Agency should not be less than an efficient Collector would look for in any other department. If any thing the salary should be somewhat higher than that of the next step in the regular line of the service, because, as has been before said, the prospect of further promotion is diminished by acceptance of the appointment, and an Opium Agent is likely to remain an Opium Agent for the rest of his service. The real question then is, would an efficient Collector be likely to accept an appointment of Rupees 26,000 on these terms? certainly not, and the consequence would be that none but inefficient men would enter the Department—a state of things to be greatly deprecated, and carefully guarded against. The salary of the Benares Agent should, in His Honor's opinion, be the same at least as that of a Civil and Sessions Judge, and this, on considerations which the Lieut. Governor has elsewhere urged on your attention, should not be less than Rs. 30,000 per annum. For the Patna Agent, His Honor would propose the same salary as is assigned to a Commissioner. The latter appointment might then, as at present, be held out as a prize to Officers in the Salt and Opium Departments, and would give to men entering those Departments something to look forward to and hope for.

5. As regards the subordinate appointments in the Opium Department, I am to observe that there is avowedly too great a disparity at present between the salaries of Principal Assistants at the two Agencies. These should be more in the proportion of the salaries assigned to the Agents. The Assistant at Patna is certainly not overpaid at Rupees 1,200 a month, and in fairness the Benares Assistant's salary should be raised to Rupees 1,000; and he should, at the same time, be exempted from the Medical duties which he is at present called on to perform, and to which, as the Lieutenant Governor ascertained when last at Gazeepore, the Assistant has really at the manufacturing season no time to devote, which is not taken, with mischievous effect, from the business of the Opium Agency. The duties and responsibilities of the Sub Deputy Opium Agents are very great, and His Honor deprecates any reduction in the rate at which they are now paid.

6. Although in one part of your report you include the Salt Agencies among those Officers for which men of ordinary capacity are fitted, and which it has been the practice

to fill by the appointment of men of a certain standing, who are not of sufficient ability to be made Judges and Commissioners, it does not seem necessary to the Lieutenant Governor to contest this opinion, for he observes that you, yourself, subsequently refute the supposition, and admit that the duties of these Officers "are not by any means so simple and mechanical as most people suppose," but require "much circumspection," "are by no means easy," and involve "responsibility of another (and higher) sort," than pecuniary responsibility. Notwithstanding this estimate of their duties, however, you recommend the reduction of the allowances of the Hidgellee and Tumlook Agents to Rupees 24,000, and of the Agent of Chittagong to Rupees 22,000. On the same grounds as those urged above in the case of the Opium Agents, the Lieutenant Governor is of opinion that the salaries of the Salt Agents should not be fixed lower than those of Zillah Judges, viz. Rs. 30,000 per annum. To rule otherwise would, His Honor thinks, have a very prejudicial effect, and would infallibly throw an important department into inferior hands, to the certain detriment of Government and the people.

7. In the case of the Controller of Salt Chokies, the Lieutenant Governor is disposed to concur in your recommendation, that the salary of that appointment should be reduced to Rupees 24,000. The qualifications desirable for this office are such as are perhaps more likely to be found in a comparatively young man than in one of higher standing in the service. Activity and energy are of more moment in this appointment than the office experience essential for an Agency, and an officer who had proved himself efficient and intelligent as a Magistrate, would be likely to be just as good a Controller as any Collector. The salary therefore need not be greater than that with which an officer of the rank of a Magistrate would be content when entitled to promotion.

8. The Lieutenant Governor agrees with you in thinking that the duties of the Superintendents of Salt Chokies are not so responsible as those of the Sub Deputy Opium Agents, and that the scale of salaries at present allotted to them is suitable to their position.

9. The Lieutenant Governor also concurs in your suggestion for reducing the salary of the Superintendent of the Sulkeah Golahs, on the occurrence of a vacancy, and the appointment of an uncovenanted officer to the situation. His Honor would prefer, however, that the salary of the appointment should be fixed at Rupees 1,000 per mensem, instead of Rupees 700, if only to afford the means of rewarding deserving officers of the Department. Some prize of this sort for uncovenanted Salt Officers is much needed.

10. To your proposal to reduce the pay of the Assistant Salt Agents from Rupees 300 to Rupees 250, the Lieutenant Governor strongly objects. These Officers are, in his estimation, even now very much underpaid with reference to the labor and responsibility which devolve upon them, and His Honor would on no account recommend any further reduction in their salaries.

I have the honor to be,

SIR,

Your most obedient servant,

W. GREY.

Secy. to the Govt. of Bengal.

382

Appendix No. 122
Financial Commissioner of the Punjab.

No. 1973.

GENERAL DEPARTMENT.

FROM

CAPT. H. R. JAMES,

Offg. Secretary to the Chief Commissioner for the Punjab.

To

H. RICKETTS, ESQ.,

Commissioner for the revision of Civil Salaries and Establishments throughout India.

DATED LAHORE, *the 20th September*, 1856.

SIR,

I am directed to acknowledge the receipt of your letter No. 484 of the 5th instant, respecting the office of the Financial Commissioner for the Punjab, and to state that the Chief Commissioner entirely concurs in your remarks. He considers that the duties of the office are very onerous, and highly important, and that it is by no means overpaid.

I have the honor to be,

SIR,

Your most obedient servant,

H. R. JAMES,

Offg. Secy. to the Chief Commissioner for the Punjab.

384

APPENDIX No. 123.

Officers in Oude.

No. 649 *of* 1856.

GENERAL DEPARTMENT.

From

G. COWPER, Esquire,

Secretary to the Chief Commissioner of Oude,

To

H. RICKETTS, Esquire,

Commissioner for the Revision of Civil Salaries and Establishments throughout India,

Nynee Tal.

Dated, Lucknow, *Chief Commissioner's office, 12th June,* 1856.

Sir,

In reply to your letter No. 208, dated 2nd Instant, I am directed to intimate that there are no other Civil Officers in Oude besides those enumerated in my letter of the 2nd April.

2. With regard to your last paragraph, I am instructed to say that the Officiating Chief Commissioner is of opinion that there should be three grades of Deputy Commissioners. But he thinks that the salary assigned to each grade at present is entirely inadequate to the amount of work exacted from, and performed by the incumbents. Although this Province has not so wide an area as the Punjab, it has a far larger population in proportion, and is, besides, more highly assessed. The annual amount of land revenue will probably eventually not fall short of one crore and twenty lacs of Rupees, which will give an average of ten lacs to be collected by each Deputy Commissioner. The Punjab average is about six lacs and thirty thousand.

3. There is no end to the work of the Deputy Commissioners of Oude. Like their brethren of the Punjab, they have to commence early, and to finish their day's labor late; and their duties must be deemed heavier than those of their contemporaries in the North Western Provinces; seeing that, in addition to all the business which devolves upon the latter, the investigation and decision of all Civil suits, of whatever amount, fall to the lot of the Deputy Commissioners in this Province.

4. For all these reasons, the Officiating Chief Commissioner deems that it would be only fair and right to fix the pay of the three grades to Rupees 1,000, 1,500 and 2,000 respectively.

5. He would, at the same time, reduce the salary which is at present enjoyed by the 3rd class Assistant Commissioners from 500 to 400 Rupees per mensem. This class will mostly be recruited from young officers in the army, or from members of the Civil service just out of College; and the Officiating Chief Commissioner can see no reason why such civilians as may be drafted into the Oude Commission should receive a higher rate of pay than their contemporaries in the North Western Provinces and in Bengal; while it is still less reasonable to give a young soldier of the same standing a larger salary.

6. For similar reasons, he would reduce the pay of the second class Assistants from 600 to 500 Rupees per mensem.

7. The Commissioners of this Province, in addition to the whole of the work which is performed by the Officers of the same denomination in the North Western Provinces, have also to transact all the business of the Civil and Sessions Judges. They unite, in fact, in their own persons, the offices of Judge and Commissioner, which are held by different Officers in the Provinces.

8. The Officiating Chief Commissioner is therefore of opinion, that it would be just and politic to raise their pay from Rupees 2,750 to Rupees 3,000 per mensem. He is not prepared to advocate your proposal to have two grades of Commissioners; nor is he able to perceive what good results are likely to be obtained by the adoption of such a measure.

I have the honor to be, &c.

(Signed) GEORGE COWPER,

Secretary to the Chief Commissioner.

386.

APPENDIX No. 124.

Officers in Oude.

No. 1268 *of* 1856.

GENERAL DEPARTMENT.

From

G. COWPER, Esquire,
Secretary to Chief Commissioner, Oude.

To

H. RICKETTS, Esquire,
Commissioner for the revision of Civil Salaries and Establishments throughout India,
Nynee Tal.

Dated, Lucknow, *Chief Commissioner's Office, 24th October*, 1856.

Sir,

I am directed to acknowledge the receipt of your letter No. 539, of the 27th Ultimo; and to reply as follows:

2. The Deputy Commissioner of Sultanpoor has been instructed to inform you, without delay, what is the Revenue of his District, and what his estimate of its area and population.

3. With reference to the classification of Districts proposed by you, the Chief Commissioner observes that the Districts will probably be recast.

4. The proposed alteration in the salary of Assistants and extra Assistants, seems to be unobjectionable. But eighteen extra Assistants are allowed for Oude, which would admit of another in each of the higher grades; which the Chief Commissioner suggests would be advisable.

5. The proposals respecting the pay and classification of Tahseeldars, and the salary to be drawn by Naib Tahseeldars and Peshkars, are considered unobjectionable.

6. The pay of Rupees 32,000 per annum with a travelling allowance of ten Rupees per diem for Commissioners of Revenue and Police, is advisable.

7. The Chief Commissioner does not think that the Financial Commissioner is so much required for the duties of revising the settlement, which could be conducted by the Chief Commissioner; and as for hearing regular appeals from the decisions of the Revenue Courts, which take cognizance of all claims and disputes regarding titles in landed property, these can be transferred to the Judicial Commissioner as the supreme Judicial authority under the Chief Commissioner; though one officer may not, it is apprehended, be sufficient, and it is probable that some new organization of the Judicial Court of final resort may be found necessary.

8. Such a Statement as is required in the 10th paragraph of your letter, is sent herewith, shewing the cost of the administrative officers only, as the classification of Tahseeldars and Naibs has not yet been finally fixed.

9. The statistical information required in the 11th paragraph of your letter, does not exist in this Office; but the revenue of each District is appended in the margin;* which may be of service to you.

* Seetapoor	9,80,000
Mullaon	10,80,000
Muhumdee	5,80,000
Lucknow	10,70,000
Poorwah	16,00,000
Durriabad	9,12,950
Gondah	9,37,217
Baraitch	6,26,936
Mullapoor	2,85,704
Fyzabad	8,59,760
Sultanpoor	12,04,973
Salone	14,58,027
Total ...	1,15,95,567

10. As the establishments of this Province have not yet been finally determined on, the information asked for in your 12th paragraph cannot be supplied. But the Chief Commissioner has recommended certain alterations in the boundaries of Divisions and Districts, which will be communicated to you when the sanction of Government is received to his proposals.

11. In answer to the last paragraph but one of your letter, the Chief Commissioner observes that the arguments are all in favour of a personal allowance, and he believes it is, on the whole, the best.

I have the honor to be, &c.

(Signed) GEORGE COWPER,
Secretary to Chief Commissioner.

388.

APPENDIX No. 125.

Officers in Oude.

No. 355 *of* 1857.

GENERAL DEPARTMENT.

From

G. COWPER, Esquire,
Secretary to Chief Commissioner, Oude.

To

H. RICKETTS, Esquire,
Commissioner for the revision of Civil Salaries and establishments throughout India.

Dated, Lucknow, *Chief Commissioner's Office, the* 10*th March,* 1857.

Sir,

I am directed to acknowledge the receipt of your letter of the 14th November 1856, forwarding for such remarks as the Chief Commissioner might consider necessary, a fragment of your proposed report respecting the salaries of the Civil Officers of the Province of Oude, and in reply to observe as follows.

2nd. The Chief Commissioner has now completed his arrangements for the redistribution of the Province into Divisions and Districts, which have been approved by the Right Honorable the Governor General in Council, with one exception, that of assigning the united Districts of Mohumdee and Mullapoor to the Baraitch Division, in lieu of Durriabad annexed to Seetapoor, and detached from the Lucknow Division, to which the new District of Roy Bareilly has been assigned in its stead; and he has also submitted for the consideration of the Supreme Goverment, Schedules of establishments.

3rd. A statement of the several districts with the number of Tahseel divisions, shewing also the approximate amount of revenue assessed in each, is annexed, and in accordance with the wish expressed in the concluding paragraph of your Minute on the salaries proposed for the higher functionaries in the Province, the Chief Commissioner also directs me to supply, for your information, Schedules of Ministerial Establishments for the several Offices of the Commission, and for those of the Divisional Commissioners and Deputy Commissioners, which have been submitted for the sanction of Government. Schedules are also added of the several Tahseel and Police Establishments proposed for each district.

4th. The Chief Commissioner desires me to observe that he can only repeat his former remark, that a Financial Commissioner is not required for the Province, and that the duties of the Chief Commissioner are not so heavy as to preclude his giving sufficient time and attention to all matters connected with the summary settlement, or to its revision under the detailed settlement rules of the North Western Provinces. Indeed he is of opinion that the latter operation will be conducted more satisfactorily and promptly when subject to his direct supervision under the able superintendence of the four Officers now filling the appointments of Divisional Commissioners, and of a Settlement officer selected from among the most able Deputy or Assistant Commissioners for each division, than through the intervention of the Financial Commissioner. The Chief Commissioner has frequently had occasion to object to the conflicting and perplexing orders of the present incumbent of that office, and to the manner in which the summary settle-

ment has in consequence been protracted; and he is of opinion that his own duties would be considerably reduced, had his office the direct supervision of settlement operations instead of his being harassed by the numerous differences that take place between the Financial Commissioner and Divisional Commissioners, and which are referred to him, or are called for on a view of his Abstracts.

5th. The Chief Commissioner does not consider that the exercise of ultimate appellate authority on the decisions of Settlement Officers and Divisional Commissioners will add greatly to his duties, or that they call for the appointment of a Financial Commissioner; but if it is considered objectionable to vest the Chief Commissioner, as the Chief executive authority, with any power in the administration of justice, the ultimate appellate authority for the Revenue Judicial decisions might be vested in the Judicial Commissioner, with a proviso, that any order rescinding that of the Divisional Commissioner, should be submitted to the Chief Commissioner for confirmation; and in order not to impose too heavy duties on the Judicial Commissioner, he might be relieved of that of superintending the Police, Jails and local funds, which could be taken by the Chief Commissioner, as by the Lieutenant Governor in the North Western Provinces. They are duties which appear incompatible with that deliberation on evidence and attention to legal forms and technicalities, which should constitute the duties of the highest legal Judicial functionary. If, eventually, with the increasing wealth and prosperity of the country, one supreme Judicial functionary is found insufficient, one or two more may be added. For some time, the Chief Commissioner feels confident that one Judicial Commissioner will be sufficient, and he considers the salary of Rupees 38,000 sufficient to ensure the services of most able men for the appointment, if talents and ability are looked for, and the appointment is not conferred on men solely in consequence of the number of years they may have passed in this country. In adding to the number, when found necessary, it might be advisable to select two Natives of high character, and at salaries of Rupees 2,000 per mensem, each of whose decisions should obtain the concurrence of his European Colleague, or be referred for the casting vote of the Chief Commissioner in Revenue cases, and of the third Judge in others. The Chief Commissioner in suggesting a lower rate of salary to the Native Judges, is aware that his views on the subject do not precisely coincide with those entertained by you. He has, however, after mature deliberation, adopted those views, because he believes that a third less in amount of pay to a Native will not be equivalent to their reduced scale of expenses, and because he considers it of importance to continue the benefit of obtaining, by proper remuneration, the services of men enlightened by European habits and education to the country; whereas if the salaries of both were equalized, the next step would be to reduce the whole as unnecessarily large, and to dispense with European aid altogether, or to remunerate it at rates only sufficient to secure the services of men of inferior education and character. With the increasing prosperity of the province, and the enhancement on the value of property, it will be necessary to have an additional number of functionaries devoted exclusively to the administration of justice, at least one to each of the four principal towns, at salaries varying from 600 to 1,000 Rupees. These offices will be well filled by eligible natives, whose characters, ascertained from their previous employment, and attainments certified by diplomas of the principal colleges of the Province, qualify them for it. It appears to the Chief Commissioner that the duty of administering justice is one for which the astute minds of the Natives, their experience of the habits and character of their countrymen, and their keenness in detecting legal subtleties, peculiarly qualify them. The Chief Commissioner has only to add that he concurs with your modified scale of salaries for Commissioners, Deputy, Assistant and Extra Assistant Commissioners; and as all the districts are now made nearly equal, with the exception of two, Kheree and Baraitch, whose extent of territory make up for the comparative deficiency of revenue, whilst the three stations of Lucknow, Fyzabad and Seetapoor, or Roy Bareilly, will require the services of the best Deputy Commissioners available, the Chief Commissioner sees no advantage in annexing higher rates of salaries to particular localities, to compensate for the disadvantage attending the necessity of removing men from one district to another as they are

APPENDIX No. 125.

Officers in Oude.

advanced to the higher grades. Moreover, a functionary of six years' standing may be considered as well paid at 1,200, as one of twelve years' at 2,000 Rupees, though their qualifications may be nearly similar; and he would therefore not attach the higher salaries to particular localities, though he would confine promotion to those most deserving, so far as merits can be discernible from reports of superiors, and the state of the territory entrusted to the charge of any individual.

6th. Another subject on which you have requested the opinion of the Chief Commissioner is, the nomenclature of the several offices. As these are conventional, and obtain respect from local custom, the Chief Commissioner would not be disposed, for the sake of the uniformity, to alter those now in use. At the same time, in proposing designations for a new Province, he would be glad to avoid the confusion arising from the frequent use of the rather vague and unmeaning term of Commissioner. The Chief Commissioner might drop the latter part of the designation; the Judicial Commissioner be called Judge of appeal, or Chief Justice when colleagues are given him; the Financial Commissioner might be dispensed with; or, if retained, he might be called the Interceptor or Territorial Minister; the Divisional Commissioner should alone retain the latter title, only and the District Officers be called Deputies and Assistants.

I have the honor to be, &c.

(Signed) GEORGE COWPER,
Secretary to Chief Commissioner.

392.

APPENDIX. No. 126.

Miscellaneous Papers respecting Rajpootana.

No. 212 of 1856.

Agent Gov. Genl. Rajpootana, Sir H. M. Lawrence, K. C. B.

FROM

COLONEL SIR H. M. LAWRENCE, K. C. B.,

Agent Governor General for the States of Rajpootana.

To

HENRY RICKETTS, ESQ.,

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

Dated, Aboo, 17th May, 1856.

SIR,

Your letter No. 89, of the 8th Instant, asks my opinion, whether the allowances of the Joudpoor Political Agency, would admit of reduction, or, whether "local peculiari-" ties make it necessary, that the allowances should be sufficient to command the servi-" ces of an Officer of experience and character, though there is but little labor."

2. In reply, I have the honor to remark, that reports and tabular Statements and Judicial decisions do not sufficiently, if at all, shew the real work and responsibility of a Political Agent, much of which consists in watching events and preventing disturbance, rather than in performing Kutchery and Office work. A Political Officer may spend, as I have myself often done, fifteen or more hours out of the twenty four in close mental work, and yet have nothing to shew. To be useful to his Government, or to the Durbar and people where he is posted, he must be well acquainted with localities, with past history, and with parties as they stand. Such information not only does not necessarily involve undue interference, but it often prevents it, giving however, weight to advice when offered.

3. My own opinion is very decided, that it were better to have no Political Agent at Joudpoor, than an inexperienced or injudicious Officer. I may make the same remark regarding the other Agencies in Rajpootana. They have hitherto, generally been held by Officers promoted to them for past services. They are also the chief rewards to which my Assistants, who only receive Salaries of five hundred Rupees, have to look.

4. Considering the several Agencies as rewards for past services, none of them are overpaid; and comparing the labor and temptations of Political Agents, with the work and responsibility of District Officers, I am of opinion, that the only Salary which will bear reduction, is the Neemuch one, which might be put on a footing with that of Jyepoor. You are aware that Political Officers do not draw marching allowances.

5. The area of Mawar is about 30,000 square miles: the expense of supervision is therefore about twelve annas the mile. The inhabitants are generally armed, and

Agent Gov. Genl. Rajpootana, Sir H. M Lawrence, K C.B.

many of them are proud, idle, and dissipated: a large proportion are also lawless. The country is strong in Deserts, Ravines, Rocks, and Mountains. Many of the latter are crowned by forts, several of which would require battering guns to reduce.

6. Such are the characteristics of Rajpootana generally. The British Troops holding the country are few, indeed wholly incommensurate to Military necessities in cases of a serious disturbance which a word or an act might excite. The employment of an extra Brigade, in any quarter, for a single Season, would cost more than the entire present expense of any of the Agencies for years. I have gone beyond the letter of your question, in the hope of thereby saving you the trouble of another despatch.

I have the honor to be, Sir,

Your most obedient Servant,

H. M. LAWRENCE,

Agent Govr. Genl.

RAJPOOTANA AGENCY, ABOO,
17*th May*, 1856.

APPENDIX. No. 124.

Miscellaneous Papers respecting Rajpootana.

No. 533 of 1856.

Agent Gov. Genl. Rajpootana, Sir H. M. Lawrence, K.C.B.

FROM

COL. SIR H. M. LAWRENCE, K. C. B.,

Governor General's Agent for the States of Rajpootana.

To

H. RICKETTS, Esq.,

Commissioner for the Revision of Salaries.

Dated, Aboo, 20th September, 1856.

SIR,

My demi-official letter of the 27th June, having replied to the most pressing points of your letters, Nos. 179 and 227, of the 26th May and 5th of June, I hope the delay in this Official reply has not caused inconvenience. If it has, I hope my desire to give the questions put to me the fullest consideration, as also to consult others, will be accepted as some excuse.

2. The replies of the Political Agents to your circular, sent to you direct, leave me little to say on details. I regret to find that I misled you as to Neemuch ; the proper designation being Meywar, though the Political Agent resides at Neemuch. The Agent in Marwar resides at Jodhpoor, the capital, and is called Political Agent at Jodhpoor.

3. Referring to the 3rd and 4th Paras : of No. 179, I am unable, as I demi-officially stated, to suggest any improvement to the form attached to your Circular, as the column of " special circumstances" gives scope to as full explanation as can be rendered in correspondence. The remark contained in the 2nd Para : of my letter, No. 212, of 17th May, was intended to express my opinion, that no form or letter can altogether explain the duties and responsibilities of a Political Officer, as, ordinarily, they are light or heavy, rather in the measure of individual temperament and conscience, than according to any defined line or term of duty. As a detached Political Assistant, I have worked the greater part of the night, after being in the saddle most of the day. During a single day I have had to perform almost every description of Civil as well as Military duty. One night, amid many distractions, with my own hand, I copied, *ten* times, my own letter, and despatched each copy by a separate messenger. My duties as a Resident, and as an Agent Governor General, have often been as laborious. The Nepal Office is the only exception of which I am aware. In that Residency, it is the duty and business of the Resident *to do nothing*, but watch and look on. That much he can do *well* by two hours daily work. The ordinary labor of a Governor General's Agent in quiet times, will give about four or five hours a day, but no officer can be efficient, at any Residency or Agency, until he has examined *all* the Records, which, on the North

APPENDIX. No. 124.

Miscellaneous Papers respecting Rajpootana.

Agent Gov Genl Rajpootana, Sir H M Lawrence, K C B

Western Frontier, (Umbala, and latterly Lahore,) and in the Rajpootana and Nepal Offices, will take six months *hard reading*. Without such study, an Officer is liable to commit many errors, and even much injustice. In Rajpootana especially, where there are no defined rules; where Princes, Thakoors, Traders, and Ryots, however they object to the *theory* of interference, *all* press for its exercise in their *own* favor, where from one cause or other, there has been interference in every quarter, involving the necessity of constant present enquiry if not interference; where no loser considers his case *finally* decided, and, where all desire a hearing from the new Agent, the Agent Governor General is often obliged to read scores of letters, English and Vernacular, involving hundreds of paragraphs, before he can with propriety refuse to re-open a petty case, which, however definitely disposed of by his predecessor, he is positively assured has not been finally settled. I can truly say, that after 3½ years occupation of my present post, nearly half my work is, even now, more or less connected with old cases, which I have not the remotest desire to re-open, or with boundary disputes, which by giving present trouble, tend to secure future tranquillity.

4 References to past events, and indeed all Office work, would be greatly simplified by some such arrangement as that proposed in Para : 3 of your letter No. 227. I would prefer one efficient *permanent* Assistant, on 700 Rs. a month, to two on the present footing. It is now the interest of Assistants to be absent from Head Quarters, and I have often been for weeks without having one present, besides, those with me, knowing little of the records, have not been of half the use they would have been, after two or three year's experience of office duties. I cannot find from the records, that any number was ever definitely fixed, but there have usually been four permanent, and two or three officiating Assistants, attached to the Agency Nor can I positively say the number of Assistants that will for the present be required, as this will depend on the boundaries that are to be settled, and on the state of the country. My own opinion has long since been laid before Government, that the boundaries of all the states ought to be systematically settled and mapped. I have also recorded my opinion, that the preservation of tranquillity requires that an Assistant be, for some years at least, posted in Shekhawattee, and another at Jehaypoor. Neither of these two last recommendations have been approved; the denial will not long save the services of two officers, but rather, in my opinion, may involve the necessity of employing more than two. In both cases, I proposed to charge expenses to the Native States. Systematic survey arrangements were not forbidden, but no establishment was allowed. I therefore make the best arrangements I can I have recently ordered out two Assistants on boundary work, and shall most likely have two more out by November Within two years, all the boundaries of Sovereign States will probably be settled. I mention these details, in excuse for my inability to state *positively* the number of Assistants I shall require. I may, however, say that, at utmost, I want two Officers *attached to myself*. All others are for detached duty. I do not think that any Assistant ought to receive less than 500 Rupees a month, as he has to keep up marching establishment, without receiving marching allowance. After weighing all points, I recommend, that the *permanent* establishment of the Agency be one personal Assistant on 700 Rupees, and three on 500 Rupees a

month. One of the latter may, possibly, be reduced in 1858, when the boundaries of all the Sovereign States are completed

Agent Gov. Genl. Rajpootana, Sir H. M Lawrence, K.C.B

5 In my letter of the 11th Ultimo, regarding Bhurtpoor, I said that I considered Major Morrieson's salary sufficient, in reference to his present work, and past services. I have also submitted my opinion, that the P. A. at Jodhpoor is *not* overpaid, but that the Meywar Agency may be, prospectively, reduced, to the same salary as that of Jeypoor Those opinions, with my recommendation that the Civil Superintendent of Neemuch's pay be increased after terms of three and five years, embody, in abstract, my views. I look on the Bhurtpoor Agency on its present footing, and the Neemuch Civil charge, as less anxious and more satisfactory positions than simple Political Agencies, and as, therefore, to a certain extent, requiring lower salaries. But, in my opinion, the salaries of one and all may, with advantage, be personal, and be made, in a measure, to depend on the standing and services, (but not *simply* on the Military rank) of incumbents, a minimum and maximum for each post being fixed. I may mention that previous to January 1844, Jodhpoor was higher paid than Jeypoor, but that on that date, Captain Ludlow was transferred with his salary of 2,000 Rupees to Jeypoor, and the Jodhpoor Agency reduced to 1,750 for the new incumbent Last month Jeypoor was again reduced to 1,750, my opinion is, that its *maximum* pay should not be less than 2,000 Rupees.

6 The relative responsibilities of the different Agencies may be considered in the following order.

1 Meywar——which includes the Political Superintendence of Meywar, (Oodeypoor,) and of the three petty jungle States of Doongerpoor, Pertabghur, and Banswara. The charge is an anxious one. Disturbances may, any day, occur in any one of the four. The maximum and minimum salary I recommend, is Rupees 2,500 and Rupees 2,000

2 Jeypoor——is a single State, but has many troublesome feudatories over which it has little control. The Office is therefore onerous. The maximum salary I recommend is Rupees 2,000, the minimum Rs. 1,750.

3 Jodhpoor——is much like Jeypoor but rather less important. The maximum salary I recommend is Rupees 1,750, the minimum Rupees 1,550. The charge of Mullanee is separately paid, Rupees 100.

4. Hurroutee—being the three States of Boondee, Kotah and Jhallawar, is chiefly important from the jealousies and feuds between them, especially between Kotah and Jhallawar. The maximum salary recommended is Rupees 1,600, the minimum Rupees 1,400. The present salary is Rupees 1,500. The Climate is unhealthy.

5. Bhurtpoor—is a comparatively civilized quarter, and the charge may be considered somewhat on the footing of a Non-Regulation District,

APPENDIX. No. 124.

Miscellaneous Papers respecting Rajpootana.

Agent Gov. Genl Rajpootana, Sir H. M. Lawrence, K. C. B.

Rupees 1,750 is the maximum salary recommended, Rs 1,450 the minimum. The present salary is Rupees 1,600.

6. Sirohi——the superintendence is held by the Commandant of the Jodhpoor Legion, on a salary, (paid by the Durbar,) of Rupees 100.

7 The question whether the pay of my own Office may be prospectively reduced, is a delicate one. The position differs materially from that of a Suddur Judge. There is only one other such step on the political ladder. Rajpootana has usually been held by an Officer who has served thirty or more years with some distinction As Agent to the Governor General, he is put to certain expences from which a Suddur Judge is exempt. He is virtually in the position of a Lieutenant Governor, in a province larger than the Punjaub; has to keep up marching and other establishments; onght to entertain to a certain extent; and if he has no business to ape the finery and parade of the Chiefs around him, he ought at least for the credit of his Government, to maintain a character for liberality. This can hardly be done by an elderly man, whose increased income is only proportioned to his increased expenses. Doubtless many efficient Officers would take the post on a reduced salary, but considering all points, I hope it will not be reduced below Rupees 4,500 a month. The Nepal Residency will be better paid at Rupees 3,000, than Rajpootana at Rupees 4,500, more Officers would lay by at Nepal on the lower salary, than in Rajpootana on the higher.

8. It strikes me that a more feasible opening for economy, presents itself in the eventual absorption, as vacancies occur, of the Central India Agency and the Ajmere Commissionership. All the duties of the Rajpootana and Central India Agencies, as well as those of the Neemuch and Ajmere Commissionerships, might be efficiently performed by *one* Officer, aided by a personal Civil Assistant, and a Military Secretary Fifty or sixty thousand Rupees a year, might thus be saved, and Government at the same time escape some trouble, in references incidental on separate officers holding charge of mixed jurisdictions. The manner in which Neemuch, Ajmere, Rajpootana and Central India villages and estates are intermingled, can hardly be credited, any more than the extent to which such intermixture entails dispute, and the necessity for continual reference. Increased territory therefore, would rather decrease than increase the work of the one A. G. G. and Commissioner, if he has, as suggested, a Military Secretary to conduct the correspondence of the several Regiments and Contingents under his orders, and a Civil Assistant for Neemuch and Ajmere Civil work. My present pay and authority would be sufficient for such an Officer. At one time Rajpootana, with all the Dehlie territory, was under one Agency. At another, Rajpootana was combined with Malwa. The only change necessary, in connection with such an arrangement, would be to have a Political Agency at Indore, and the Head Quarters of the combined G. G. Agency at Neemuch. In such event, however, I would not recommend any reduction in the maximum salary of the P. A. Meywar. Some prizes must be left.

9. The berth of second Hindee writer on Rupees 20 a month in my own Office,

APPENDIX. No. 124.

Miscellaneous Papers respecting Rajpootana.

has been vacant during the last twelve months, and may be discontinued. Some Chobdars and Chuprassees in Hurroutee, may also be dispensed with. I can recommend no other reduction of establishments in Rajpootana. It seemed to me, that the Treasurer at Kotah might be prospectively reduced in salary, from Rupees 100, to 50 or 60 Rupees a month, but Lieutenant Mason has satisfied me that Rupees 100 is not too much for him. When I have heard from Major Burton, who is now only rejoining his Office, I will again address you regarding reductions in his subordinate establishment.

Agent Gov. Genl. Rajpootana, Sir H. M. Lawrence, K. C. B.

10. On the other hand, I am very strongly of opinion, that the Treasurer at Jeypoor, and the one at my own Head Quarters, neither of whom have hitherto received any salary, ought each to receive Rupees 60 a month. They are Agents of Banking houses, and find it their interest to do our work gratuitously ; but I have long thought the system very mischievous, and have recently proved it so at Jeypoor. I shall therefore be glad of your sanction to its abrogation. Many months ago I addressed Government on the subject, but circumstances deferred the submission of my letter.

11. You ask my opinion on the relative salaries of Civil and Military Officers, holding precisely similar posts. I have very maturely considered the question, and quite agree with you, that when employed together, as in the Punjaub, and in Oude, it would be impossible to pay them differently. Nor indeed do I see any reason why, holding similar posts, they should any where be paid at different rates. If the Civilian enters the service later, and be a better educated man, the soldier almost invariably joins the Political or Civil Department a much older one. His experience is, I presume, supposed to balance the advantages of a Haileybury education. It is not uncommon to see Officers of twenty year's service employed under Civilians of ten. The Punjaub and Oude fully bear out this parallel. I go much further in my views of equalization, and strongly advocate that Uncovenanted Gentlemen be largely mixed with Civil and Military Officers in the *Non-Regulation Provinces*, and be paid at a similar rate. Such appointments to be by selection, after approved service, and strict tests, from the ordinary uncovenanted ranks. Such competition would both strengthen Government, and improve the tone of the services.

12. I can personally testify to the heart burnings occasioned by widely different rates of pay, among individuals performing similar duties. As a Brevet Captain, I held charge, for two years, of the Frontier district of Ferozepoor, in all departments, Civil and Political, on Rs. 700 a month. For about a year I received Rs. 1,000, and then went to Cabul, being relieved by a Civilian ten years my junior, who forthwith received Rs. 1,500 a month. On my return as a Brevet Major, I held Umballa, to which Khytul was added, but still on 1,000 Rs. while my successor at Ferozepoor enjoyed 1,500 Rs. I felt the disparity between our respective rates of pay, more than I did the actual smallness of my own income. I have since heard many such complaints on similar grounds. Although a Military man's rank should not entitle him to Civil pay, above fixed rates, it should at least protect him from reduced allowances for similar duties.

400.

APPENDIX. No. 124.

Miscellaneous Papers respecting Rajpootana.

Agent Gov. Genl. Rajpootana, Sir H. M. Lawrence, K. C.B.

13. By introducing much of the Punjaub system into the Provinces; by increasing the powers of Collectors; and by having several grades of Collectors, as well as of Assistants, considerable saving may be effected with increased efficiency. More substantial justice is to be done by a single *energetic* and *judicious* officer, with large authority, aided by a well selected staff of Uncovenanted Assistants, than under existing arrangements. There is no Civil duty which a Native has not the *ability* to perform. It is his *moral*, not his intellectual capacity, that is at fault. Education, equal justice, and good pay, will help to elevate the native mind, as it has already done the European. It will do all but give them energy. The rule applies still more strongly to the Uncovenanted Service. Many of its members possess equal ability, integrity, and zeal, with the covenanted services. But their energies are cramped and restrained by being kept down to subordinate positions. Such men, Europeans as well as Natives, will gladly do *much* of the work now performed by covenanted officers, on two thirds, or half their salaries, and the requirements of the State make it expedient they should have the opportunity. When all classes have openings to the charge of Districts, and even to Commissionerships, the character of the Uncovenanted Service will soon rise to the required level. The Native Judicial and Police Officers are still badly paid, more especially the lower grades. Policemen cannot be efficient on 4 Rs. a month. It would be far preferable to have four men on five Rupees a month, than five on four. The same rule applies to all ranks, to Moonsiffs as well as to Thannadars, Jemadars and Mohurrirs.

14. On the whole then, though I consider the service may be made more efficient by equalizations and modifications, as also by occasional reductions, and perhaps by the abolition of some few sinecures, I cannot perceive that any great savings are to be obtained in the Civil Department, unless by an alteration of the whole system of the old Provinces, and by largely increasing the number of Uncovenanted Officers, both Native and European. The only decided superiority that I can perceive in the system of the Regulation Provinces over that of the Punjab, is, that in the former, judicial appeals lie to Boards instead of to Individuals. On this point I beg to submit copy of my letter No. 512, dated 25th October 1855, to the Agra Government.

15. It may be advisable to keep the rates of pay in the Provinces 15 or 20 per cent higher than those in the Non-regulation Districts, as promotion is more rapid in the latter, but, in most other respects, I should like to see the systems assimilated. Grades of Collectors on 1,300, 1,600, 1,900, and 2,200 Rs. a month in the Provinces, and of Assistants on 300, 450, 700 and 850 Rs., would effect considerable saving without giving reasonable cause of discontent. Promotion to the charge of a district on 1,300 Rs. would ordinarily be as much coveted, as are the present higher allowances. In the 1,600, 1,900, and 2,200 Rs. grades, incumbents would have proximate objects of ambition.

16. I beg not to be supposed to advocate a seniority system; I simply desire to show, that it is more advantageous to a comparatively young man to obtain a post, than to an elderly one. For instance, it was greater promotion to me, a Junior Regimental Captain, to be promoted from Rs. 1,000 a month as Assistant in charge of Umballa, to

APPENDIX. No. 124

Miscellaneous Papers respecting Rajpootana.

Agent Gov. Genl. Rajpootana, Sir H M Lawrence, K C B.

the Residency of Nepal on Rs. 3,500, than it was for my successor Mr. Colvin, who had been Commissioner of Moulmein, I was still low down among the Captains, when I became Resident at Lahore on Rs. 5,500 a month. In such cases, from 15 to 25 per cent. might be deducted from the maximum ; that is, from Military men under 30 years service, and from Civilians under 25. Deductions in a similar proportion, to be made from Military Political Agents under 20 years service, and from Civilians under 15. This suggestion seems to accord with your own view of the possible propriety of differences of allowances between Civil and Military Officers holding precisely similar appointments. I allow five years difference of service, and it will be found that at least that difference obtains between Civil and Military men holding similar Political Agencies, and civil posts ; though not perhaps between the occupants of Residencies and G. G. Agencies, as Civilians rather fall into such posts, than are selected for them.

17. Regarding relative salaries, my views may perhaps be thought singular. I consider that Ensigns (on full batta), and Writers, are amply paid. As a Lieutenant in the Horse Artillery, on 365 Rupees a Month, I have lived on 150 Rupees. As a Revenue Surveyor on Rupees 700, I spent only half. The less a young man lives on, the better for himself, provided he has a proper motive for economy. I would therefore only award to young Civilians Rs. 300, for their first substantive appointments.

18. I do not consider the higher grades, as Commissioner, Sudder Judge, Sudder Board, &c. overpaid, excepting perhaps the Members of Council. In expressing this opinion however, it is but right I should state, that one of the ablest Political Officers whom I have consulted goes to the opposite extreme. His words are "the pay of "Subalterns and Captains is not sufficient, the pay of the higher grades (of Civilians) "is much too high, and of the lower grades quite high enough. Members of Coun-"cil should not get above 5,000 Rupees per mensem, A. G. G.'s and Sudder Judges "and Members of Revenue Boards, 3,500 Rs., Commissioners 2,500 Rs., Collectors "2,000 Rs. all below as at present."

19 In conclusion, it strikes me that where marching allowances, or contingent bills, on any account, are allowed, that saving might be effected by fixing a maximum for all ranks, and requiring precise bills within such limit.

I have the honor to be, Sir,

Your most Obedient Servant,

H. M. LAWRENCE,

Govr. Genl's. Agent.

RAJPOOTANA AGENCY, ABOO,
September, 20, 1856.

APPENDIX. No. 128.

Miscellaneous Papers respecting Rajpootana.

No. 585 of 1856.

Agent Gov. Genl Rajpootana, Sir H. M. Lawrence, K.C.B.

FROM

COLONEL SIR H. M. LAWRENCE, K. C. B.,

Governor General's Agent for the States of Rajpootana.

To

H. RICKETTS, ESQ.,

Commissioner for the Revision

of Civil Salaries and Establishments

throughout India.

Dated, Aboo, 25th September, 1856.

SIR,

I have the honor to acknowledge the receipt, this day, of your letter, No. (blank) of the 15th Instant, calling on me to report what objections I perceive to the revised Establishments therein contained.

2. Para. 4 of my letter, No. 212, of the 17th May, expressed my opinion, that considering all circumstances, the only Political Agents salary which will bear reduction, is the Neemuch (Meywar) one. My letter, No. 533, of 20th Instant, enters fully into the subject, and at paras 5, and 6, I give my opinion of the relative responsibilities of the Agencies, and the maximum and minimum salaries that seem to me appropriate for each appointment. If such sliding scale be not approved of, and if some reduction be necessary, I recommend for each per annum, the salary stated in the margin.

Per Month.		Per Year.
2,100	... Neemuch. ...	25,200
1,850	.. Jyepoor.	22,200
1,650	... Marwar	19,800
1,500	Harrowtee. ...	18,000
		85,200

3. If five Rupees a day be allowed to each of the four Agents, for three months marching, 1,800 Rupees a year must be added to the above 85,200, making a total of 87,000 for Political Agents paid by Government. I observe you omit Bhurtpoor and Serohie which are paid by their respective Durbars. In your list (para 1) you insert a Native Assistant for Neemuch on 300 Rupees, but I do not know whether you mean the one now in charge of Doongerpoor, who receives 400 Rupees per mensem from that State, or whether you propose a Native Assistant, in lieu of the European

APPENDIX. No. 128.

Miscellaneous Papers respecting Rajpootana.

Agent Gov. Genl. Rajpootana, Sir H. M. Lawrence, K.C.B.

Assistant, (now the 2nd in Command of the Meywar Bheel Corps) noted in your 2nd para. on 100 Rupees. But whichever is meant, I think that the expense may stand as in the letter at 100 Rupees, as any Native Assistant *temporarily* required, will always be paid from the revenues of the state in which he is employed ; and as ; for general *political* purposes in Rajpootana, Natives are not yet qualified. I have not yet received the Meywar Political Agents reply regarding the Assistant, but I beg to annex copy of correspondence marked A, and to express my opinion that the appointment is necessary, though I think ; that at the outset, the salary should have been paid by the Meywar Durbar, and that hereafter, if opportunity offer, the charge ought to be laid on it.

4. Regarding the prospective salary of my Office, my letter No. 533, has also very fully expressed my opinion. I therein expressed a hope that it would not be reduced below 4,500 a month, or 54,000 per annum, which is only 5,200 a year more than your proposal including travelling allowance. I have, also, been nearer six than three months of each year, in camp, so that at 600 Rupees a month marching allowance for five instead of three months, the difference between our rates is only 4,000 Rupees a year. Perhaps when you have read para 7 of my letter No. 533, you will agree with me that I have not exaggerated the expenses of the office : its responsibilities may be gathered from my several letters. I do not quite understand the object of a sumptuary allowance as it is not contingent on keeping up a table. If it be so, 5,000 Rupees a year will go only a short way to cover the expense. The travelling allowance is I think a good idea ; though twenty Rupees a day for a portion of the year, will not pay for camp equipage, and its carriage and establishments.

5. The number of Assistants that you have proposed, entirely meets my views, as do their rates of pay generally, as shewn in Para 4 of No. 533. I do not however recommend, that the fourth Assistant be a native, because much as I desire the employment of Natives, I do not consider that there is any suitable work in the Political Department in Rajpootana for them. The salaries I would recommend are :

1st	.....	1	...	on	 8,400
2nd	.....	1	...	on	 6,600
3rd	.....	1	...	on	 6,000
4th	.....	1	...	on	 5,400
Travelling allowance at 5 Rs. per day for five months					3,000 For the four Assistants.
					29,400

6. Your memo. of present Establishments, shews nine Assistants, but this includes absentees in England, &c. There have only been six available during the year ; Lieutenant Monck Mason having been relieved at Kotah makes a seventh ; but counting

APPENDIX. No. 128.

Miscellaneous Papers respecting Rajpootana.

nine, and the total present expense as given in your letter at 208,200, the account will stand as follows:

Agent Gov. Genl. Rajpootana, Sir H. M. Lawrence, K.C.B.

4 Agents	85,200	
Marching allowance	1,800	
1 Assistant Political Agent	1,200	
Agent Governor General Rajpootana	50,000	
Do. marching allowance	3,000	
4 Assistants	29,400	
Proposed Rates of Pay, &c.	170,600	Total.
Present Establishment	208,200	
Proposed Reduced Establishment	170,600	
Saving	37,600	

Equal to a decrease of 18 per Cent. on the present expenditure.

I have the honor to be, Sir,

Your most obedient Servant,

H. M. LAWRENCE.

Governor General's Agent.

RAJPOOTANA AGENCY, ABOO,
25*th September*, 1856.

406.

APPENDIX. No. 129.

Miscellaneous Papers respecting Central India.

No. 1619.

Agent Gov. Genl. Central India, Sir R. Hamilton, Bart.

FROM

SIR ROBERT HAMILTON, BART.,

Agent Governor General for Central India.

To

H. RICKETTS, ESQ.,

Commissioner for the Revision

of Civil Salaries and Establishments

throughout India.

Dated, Indore Residency, 21st July, 1856.

SIR,

I have the honor to acknowledge the receipt of your letter, No. 339, dated 30th ultimo.

2 It is next to impossible to form any opinion of the duties of any office in the Political Department, by a comparison of the Salaries drawn by any two offices having the same designation, and it may be safely stated, that the duties of no two Political Agencies are alike, in the amount of labor, or, in the amount of responsibility.

3. The Agent for the Governor General in Rajpootana, or the Agent to the Governor General for Central India, have duties of the most various, onerous and responsible character, yet in some respects they are very dissimilar.

4. Thus, the Agent in Central India, is Opium Agent in Malwa, involving responsible duties, among which the Financial arrangements, by which upwards of one crore of Rupees has to be remitted by Native Hoondees to Bombay, and the subsidiary arrangements, which have raised the revenue from* pass duty for Rupees 61,45,600 in 1844-45, to 1,10,75,200 in 1854-55,—the cost of collections, the whole expense to our Government up to delivery;—the chests in Bombay amounts of 2 as. 9¼ pies per cent. I believe no other Public Officer is charged with a similar responsibility; it may be true the system is now organized and works easily and well, still there has been not a fraction of pay passed to the Opium Agent in Malwa, whose salary, when compared with that of the Agent Governor General for Rajpootana, would give no indication of the difference of duties performed.

5. So again with the Political Agents within the circle of the Central India

* Sic in orig:

APPENDIX. No. 129

Miscellaneous Papers respecting Central India.

Agent Gov. Genl. Central India, Sir R. Hamilton, Bart.

Agency, their duties are dissimilar in some respects, though from different causes equally responsible.

6. The Political Agent at Gwalior has no other charge than the conduct of our relations and communication with the Durbar.

7. The Political Agent at Bhopal has more duties in respect to the Court of Bhopal, but he has also other independent and minor states such as Koorwai, Rajghur, Nursinghur, Khilcheepore and Mohmudghur. He has also the entire administration of the Beirsiah District, (managed under treaty by us for Dhar) in which is a Native Assistant, or Deputy Collector and Deputy Magistrate.

8. The Political Agent at Mehidpore had no Court to which he was specially accredited, the appointment was abolished from the 1st April, and its duties are absorbed in those of the Agent Governor General for Central India.

9. The duties of the three appointments could not bear comparison, the most work, unquestionably, is in the Bhopal office, whilst in rank and importance, the Political Agent at Gwalior is first; the Mehidpore Political Agency was not required, and at my recommendation abolished on Lieutenant Colonel Sandys obtaining his promotion.

10. Next to Political Agents are Political Assistants, of these there are now four under the Central India Agency.

Political Assistant in Bundelkund and Rewah.

Political Assistant in Nimar.

Political Assistant at Bhopawar and Bheel Agent.

Political Assistant and Deputy Bheel Agent at Maunpore.

11. The duties of the Political Assistant in Bundelkund and Rewah are not light, it may be said, that acting under the Agent Governor General, his responsibility is small, still he is the medium of all enquiries and investigation, and has communication with all the States and Chiefs in Bundelkund, and with the Rajah of Rewah, but he has no direct executive duty or administrative charge.

12. The Political Assistant in Nimar has charge of the British Pergunnahs in Nimar, Mundleisir and Asseerghur, and of the assigned Pergunnah of Sindia. He has no political relation with any Chief.

13. The Political Assistant at Bhopawar has the conduct of our relations with the States of Jaboora, Burwani, Ali Rajpore, Amjheera, in part of Dhar and Rutlam, he is adviser in the regencies of Jaboora and Burwani, and Mutwar, and others; his duties are various and responsible, he has the charge of the whole Bheel tribes of the Vindyah and some of the Sutpoora ranges, besides all those residing within the limits of his Agency.

14. The Political Assistant and Deputy Bheel Agent has a more restricted charge, the administration of the Pergunnah of Maunpore, the Bhomiah's Chief under guarantee, the Police, charge of the Agra Bombay Road, for a distance of upwards of 100 miles between Indore and the Candeish frontier, in Native States crossing the Ghauts and the valley of the Nerbudda.

Agent Gov. Genl. Central India, Sir R Hamilton, Bart.

15. A comparison of Salaries of the above appointments, would be no index of the nature of the duties performed by, or of the responsibilities put on the incumbents, not one of these Offices can be dispensed with, they are all essentially important, almost the same in designation, yet widely differing in the duty to be performed. I have instanced them merely to show, that whilst Commissioners, Judges, Collectors, and Magistrates can be compared, it is next to impossible to draw any comparison between Offices in the Political Department, or to fix a scale of salary which shall be equally remunerative to all, and must be inflexibly observed.

16. There is however another, a very serious point to be taken into consideration, the healthiness, or more properly speaking, the unhealthiness of the countries in which Political Officers are located. Central India is rife with Fever and Rheumatism, the casualties and sicknesses, leading to absences, amongst the Officers employed in it within the last 25 years, would be startling to the incumbents of distant Collectorships or Commissionerships.

17.

The Salary of the Political Agent at Gwalior is	2,000	per mensem.
At Bhopal	1,500	„
That of the Pol. Assist. in Bundelkund & Rewah	1,000	„
The Pol. Assistant in Nimar	1,000	„
Pol. Assist. at Bhopawar & Bheel Agent... ...	600	„

compare the above with the salaries of Collectors and Magistrates, and their smallness will be evident, whilst the mental and bodily labor they impose on the incumbent, and the great amount of responsibility, will not be less remarkable on comparison.

18. In point of relative rank and importance, the Political Agents at Gwalior and Bhopal are not inferior to Commissioners of Division, whilst the Political Assistants duties approach near to those of Collectors and Magistrates or Deputy Commissioners.

19. But if difficulty is experienced in fixing a scale of salaries for the European Functionaries, how much greater will it be when considering that of Native Agents in Political employ.

20. This branch of the enquiry may be simplified, by dividing the Native employees into two classes, one in which their services are purely Political or Diplomatic, and the other in which they are administrative.

21. There is no class of Officers in the Regulation districts or Provinces, with

APPENDIX. No. 129.

Miscellaneous Papers respecting Central India.

Agent Gov. Genl. Central India, Sir R Hamilton, Bart.

which the first class can be compared, whilst the second falls within that of Deputy Collectors and Sudder Ameens.

22. In fixing the pay of a Native Agent of the first class, much will depend on the Court to which he may be deputed, the nature of the duties he will have to perform

23. I know no more important aid to a high Political Functionary than a trustworthy educated Native Assistant, one who can be sent to deliver not only messages, but advice and counsel to a Chief, to point out what may be required, and the grounds on which the proposal is made, to hear all objections patiently, and faithfully to represent all he hears Intelligence, probity, tact and temper are required in such an Agent, besides a good education and a knowledge of English, which he should be able to read and write fluently; without such knowledge, he would be comparatively of little use in the Secret Department.

24. Five hundred Rupees a month should be the lowest scale of pay in this class, every one of which should hold his appointment from the Government and be gazetted, and, according to merits and service, rise and advance in salary. One such Agent at least, if not two, should be in each of the Agencies of Rajpootana and Central India, as a prize to excite the emulation and stimulate to exertion those who have embarked in the Political Department of the service, and who by their character, attainments and probity, have gained the notice and the approbation of the Supreme Government..

25. The second Class should receive pay varying from 250 to 500 Rupees, their duties would be more of an administrative character, and their Salaries might be regulated according to the scale for Deputy Collectors. This Class of Native Agents are urgently required to make local enquiries, settle boundaries, and perform duties, which are now entrusted to European Officers when they are available, or obliged to remain over, to the great risk of disturbance and affrays; the animosities and feuds engendered by delay, increasing the difficulty of adjustment by making the matter in dispute a party question not to be adjusted, without the interposition of a third or independent authority.

26. There are now within the Central India Agency, the following Native Agents.

Mir Shahamut Ali, as Joint Superintendent in the Sillana State, 400, paid by the State.

Moonshee Guneishilall, in charge of the Nuddeggam (Duttiah) Pergunnah and Jigni, 250, paid by the State.

Jan Ali Khan, Superintendent of Rajghur in Bhopal, (recently restored to the Chief.)

Molvee Sudderoodeen, Native Agent at Sumptur, salary 100 Rs., chargeable to the State.

APPENDIX. No. 129.

Miscellaneous Papers respecting Central India.

---

27. On the abolition of the Mehidpore Agency, I recommended the appointment of Native Agents, extract from my despatch is annexed, and in reply, I was informed, that a reference had been made to the Honorable the Court of Directors. Of the value and importance of such Offices, I have no doubt, and I hope they will soon be established, for without them, it will be difficult to carry on the public service.

Agent Gov. Genl. Central India, Sir R. Hamilton, Bart.

I have the honor to be, Sir,

Your most Obedient Servant,

INDORE RESIDENCY,
21st *July*, 1856

(Signed) R. N. C. HAMILTON,
Agent Governor General for Central India.

412

APPENDIX. No. 130.

Miscellaneous Papers respecting Central India.

No. 2076 of 1856.

Agent Gov. Genl. Central India. Sir R. Hamilton, Bart.

FROM

SIR ROBERT HAMILTON, BART.,

Agent Governor General for Central India.

TO

H. RICKETTS, ESQ.,

Commissioner.

Agent G. G. Office, dated, 23rd September, 1856.

SIR,

I have the honor to acknowledge the receipt of your letter, No. ———, dated 15th September, with a statement of proposed Establishment for the Central India Agency.

2. I do not consider a personal salary of 36,000, would be a sufficient remuneration for an Officer of the standing and position of the Agent Governor General for Central India. A sumptuary allowance of 5,000 is no addition to salary, for it is intended to meet certain extra expenses of the appointment, and for that purpose its sufficiency must depend upon what it is intended to cover. It would be too little if the Agent Governor General was expected to keep a table, even in camp, for his Assistant, Medical attendant, and Commandant of escort, whilst it would cover the expenses attendant on public occasions, such as the Queen's Birthday, and Anniversary receptions of Chiefs, and the expenses of receiving distinguished Travellers and Foreigners, of whom a great many are constantly visiting Indore I would suggest a salary not less than 42,000 Rs. with a sumptuary allowance 3,000 Rs. and with a travelling allowance of 20 Rs. for every day in camp, or 250 a month marching allowance. A complete tour of the Agency will occupy two seasons and require the Agent to leave Indore 1st November and be out until the 1st if not the middle of April. My tours have usually ended the first or second week in May. A travelling allowance of 20 Rs a day would suffice no doubt, but it will be utterly impossible for the Agent to make a tour to Rewah and Bundelkhund, or to visit Gwalior, Bhopal, and adjoining States, and return to Indore in 3 months. Nor would 3 months suffice for a tour though the Bheel districts, Bowhanpoor and the valleys of the Nurbudda and Tapti, and also Rutlam, Jamarat, Sillava, and the States on the Neemuch Frontier.

2000 not to find a Table for Suite.

My tour in 1855-56 was 2,600 miles.

R N. O. H.

3. There must be two Assistants : one will always be occupied with the Treasury

APPENDIX. No. 130

Miscellaneous Papers respecting Central India.

Agent Gov. Genl. Central India, Sir R. Hamilton, Bart.

and Opium Departments; an ill paid Subordinate could hardly be trusted to weigh Opium. The trade is so ticklish, one days delay may involve a party in heavy loss and one days activity may put a large sum into a party's pocket.

4. The responsibility of negociating a crore of Rupees by Native Hoondies, ought not to be put on an underpaid or so to speak irresponsible Subordinate. I have always entrusted this duty and that of the Treasury to the 1st Assistant. When at Indore, I can myself manage negotiations to supply the Treasury with Cash, and the first Assistant can act in my absence; but there is a responsibility in the Department which needs to have it placed in hands, that the whole Mercantile and Banking community will feel and know are reliable and confidential,—the pay of the 1st Assistant may be 700 a month or 8,400 per annum, inclusive of the Opium Department.

5. The 1st Assistant can never quit Indore. A second Assistant is necessarily required to accompany the Agent into camp, to depute when required, and to assist in the preparation of cases. Salary 500 or 6,000—— a Native Assistant for Malwa on 3,600 is also essentially necessary with 30 Rs.——— a Medical Officer at Indore cannot be dispensed with. Gwalior 20,000, calls for no remark.

Bhopal. Political Agent 17,000, Native Assistant 3,000. The salary at Bhopal is small at 17,000; 150 a month should be added for travelling allowances, as the Political Agent has to travel 22 miles from Sehore the Head Quarter, to Bhopal the residence of the Court, when an interview is necessary, and also to visit several Chiefs, making a tour in the cold season, besides the charge of Purgunnah Birsiah administered by us. The Native Assistant * * * * * * *

Travelling Allowances may be for 6 months at 150. R. N. C. H.

Rewah and Bundelkhund. An European Officer is of absolute importance in Bundelkhund, his Salary should be 700 a month and 150 marching, for he can never be living at one place, and must always be ready to move at a moments notice. The Political condition of Bundelkhund and Rewah will require for some years to come, that the Political Authority be constantly moving about, and hold direct and personal communication, as desired by the Court of Directors, with the Chiefs, to carry out the views of the Agent Governor General, had it not been for Lieutenant Helbert's visit to Rewah during these rains, I could not have carried out the scheme for the collection of transit duties. A Native Assistant should also be attached to the Bundelkhund and Rewah branch, on a Salary of 3,000 Rupees and 30 Rupees.

Bhophawur, 9,600, calls for no remark *Maunpoor*, this should be abolished and a Deputy Bheel Agent and Political Assistant on 200 Staff (half payable by Scindia) placed under Agent Governor General, to reside at Maunpoor, and have the charge of the Bheels and Bhonnias and Agents Bombay road between Mhow and the Candeish frontier.

The Purgunnah of Maunpoor has now been incorporated in the Nimar Agency,

APPENDIX. No. 120

Miscellaneous Papers respecting Central India.

Scindia pays 150 and our Government 150, but in future our Government should pay 100 and Scindia 100 to the Deputy Bheel Agent, whose duties are of great value and necessary to preserve tranquillity and promote order among the Bheel Tribes of the Vindhiya Range and in the valley of the Nurbudda.

Agent Gov. Genl. Central India, Sir R. Hamilton, Bart.

I have the honor to be, Sir,

Your most Obedient Servant,

R. N C. HAMILTON,

Agent Govr. Genl. for Central India.

416.

APPENDIX. No 131

Miscellaneous Papers respecting Central India.

No. 2086.

Agent Gov. Genl. Central India, Sir R Hamilton, Bart

FROM

SIR R. HAMILTON, BART.,

Agent Governor General for C. I.

To

H. RICKETTS, ESQ.,

Commissioner for the Revision

of Civil Salaries and Establishments

throughout India.

SIR,

I have the honor to acknowledge the receipt of your letter, No. 508, dated 15th instant, and in reply, to state, that it will be quite impossible for the Agent Governor General to carry on the duties connected with Bundelcund and Rewah, unless there be a British Officer as Assistant, of experience and standing, for it is by, and thro' him, that all the communications with the Rajahs of Rewah, Punna, Chirkaree, Chutterpoor, and other Chiefs in Bundelcund have to be made, and as it is the desire of the Honorable Court of Directors, that all communications should as much as possible be made by direct and personal conference, the necessity must be obvious.

2. Independent of this, all matters requiring enquiry, all international disputes and trials, must be conducted by the Political Assistant in person. It may be strictly true that he has no powers of himself, still the duties of the office are most important and cannot be otherwise provided for.

I have the honor to be, Sir,

Your most Obedient Servant,

INDORE RESIDENCY,
The 24th September, 1856.

R. N. C HAMILTON,

Agent Governor General C I.

418.

APPENDIX. No. 132.

Miscellaneous Papers respecting Central India.

No. 2138 of 1856.

Agent Gov. Genl. Central India, Sir R. Hamilton, Bart.

FROM

SIR ROBERT HAMILTON, BART.,

Agent to the Governor General, for Central India.

To

HENRY RICKETTS, ESQ.,

Commissioner for the Revision

of Civil Salaries and Establishments

throughout India.

Dated, Indore Residency, 3rd October, 1856.

SIR,

I have the honor to acknowledge the receipt of your letter, No. 534, dated 25th September. I cannot upon any ground support a proposition of the nature therein contained. The States of Rewah and those of Bundelcund are as much under treaty, as any other Native States, having Political relations with the British Government. Indeed, our relations with the Bundelcund Chiefs are the occasion of important and delicate discussion; my experience whilst in the North Western Provinces during the last insurrectionary movement in Bundelcund, and my experience in Malwa, leads me to hold a strong opinion on the impolicy of altering the existing arrangements, or removing Bundelcund and Rewah from the direct supervision and control of the Government of India.

I have the honor to be, Sir,

Your most Obedient Servant,

INDORE RESIDENCY,
3rd October, 1856.

R. N. C. HAMILTON,

Agent Gr. Gl. for C. I.

APPENDIX. No. 13

Miscellaneous Papers respecting Central India.

No. 1524 A of 1856.

Agent Gov. Genl. Central India, C. B. Thornhill, Esq., Offg. Secy to Govt. N. W. P.

FROM

C. B. THORNHILL, ESQ.,

Offg. Secretary to the Govt.,

N. W. Provinces.

To

H. RICKETTS, ESQ.,

Commissioner for Revision

of Civil Salaries.

Dated, Head Quarters, Nynee Tal, the 8th October, 1856.

SIR,

In reply to your letter, No. 535, dated 25th ultimo, enquiring by what means a considerable saving might be effected, if the Political relations with Rewah and Chiefs of Bundlekhund and Boghulkhund were vested in the Government N. W. P., I am directed by the Honorable the Lieutenant Governor, to state, that the saving would be effected by a discontinuance of the separate office of Political Assistant in Bundlekhund, which His Honor thinks cannot be dispensed with, as long as the superior control in matters affecting the Bundlekhund Chiefship can be exercised only from the distant point of Indore, and by the diminution which might be then prospectively made in the rank and emoluments of the Chief local Political Officer in Malwa.

I have the honor to be, Sir,

Your most Obedient Servant,

C. B. THORNHILL,

Offg. Secy. to the Govt., N. W. P.

HEAD QUARTERS, NYNEE TAL,
The 8th October, 1856.

422

APPENDIX. No. 134.

Miscellaneous Papers respecting Rajpootana and Central India.

No. 2251.

Rajpootana and Central India, Sir R. A. C. Hamilton, Bart.

FROM

SIR ROBERT HAMILTON, BARONET,

Agent Govr. Genl. for Central India.

To

HENRY RICKETTS, ESQ.,

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

Dated, Indore Residency, 16th October, 1856.

SIR,

I have the honor to acknowledge the Receipt of your letter, No. 553, dated the 6th Instant.

2nd. I do not think it would be a judicious or politic measure, to amalgamate the Agencies of Rajpootana and Central India, or to impose the duties on one Officer.

3rd. The States of Bundelkhund, require to be visited certainly every other year, and it is most necessary, that the Agent should for some years to come, at least once in two years, go thro' the Bheel Country; to do this, will take up, at least, four months in Bundelkhund, and certainly three in the Bheel Country, alternate years. Local Political Assistants have a heavy responsibility in these wild districts; it is essential for their tranquility and progress, that the intercourse with the Head Officer in Central India, be not more unfrequent than every other season; I attribute the changed condition in the Bheel Country, to the constant moving about of the Bheel Agent and Deputy Bheel Agent, and to my periodical tours; before I adopted this system, indeed the very year before I came into Malwa, troops were moved to suppress a Bheel rising, one such occurrence is more costly to the Government of India, and more injurious to the country, than any saving, (even to the extent of 60,000 Rupees per annum,) can counterbalance.

4th. It would necessitate the Military force being augmented, to what it was when I came into Malwa, at that time there was, besides the Bheel Corps at Sirdarpore, a Regiment of Irregular Cavalry at Bhopawur, 3 miles distant. There were 2 Regiments of Native Infantry at Mhow, besides a Regiment of Regular Cavalry, and a Troop of Horse Artillery.

5th. There are now one Regiment of Native Infantry, one of Cavalry, and a Horse Battery at Mhow, and no Irregular Cavalry at Bhopawur. There were two Companies of a Regular Regiment of Infantry at Mundlaisur, and a complete Regiment at

APPENDIX: No. 134.

Miscellaneous Papers respecting Rajpootana and Central India.

Rajpootana and Central India, Sir R. A. C. Hamilton, Bart.

Asseergurh. There are now no Regular Infantry at Mundlaisur, the Bheel Corps from Sirdarpore taking the duty, and a Wing only of a Regiment at Asseergurh.

6th. I mention these facts, to convince you, I hope, that more than 60,000 Rupees per annum, have already been saved in Malwa, in its Military expenditure, by the arrangements and system I have made. In Bundelkhund, a Regiment of Regular Cavalry can now be withdrawn, its place being taken by an Irregular Corps, and no Cavalry are required at Jhansie.

7th. Change the system, that has allowed these important Military reductions to be carried out, before the Country is prepared, and you will risk the return of an imperative necessity, which will entail a very heavy expense, and produce a heavy drain on the general finances. The Government of India cannot insist too strongly, on the Agent in Central India making periodical tours, having Indore, the most central and salubrious locality for his Head Quarters. Mount Aboo, would no doubt be a very agreeable retreat, but it would not be to the advantage of the public Service, were the Agent in Central India to reside there.

See Enclosures annexed.

8th. The enquiry in your last Para: may be thus answered; the saving would be the difference in Salary, between that of the Agent Governor General, and that of the Political Agent who would be substituted, at most 24,000 Rupees per annum; there would be but a trifling reduction in the Office Establishment, as that of the Rajpootana Agency would require to be increased; the number of letters issued, exclusive of the Treasury and Opium Departments, you will find recorded in this, which will enable you to judge of the amount of work in the English Department of this Office.

Number of letters issued from the Office of the Agent G. G. for C. I., from 1st January to 16th October 1856	2,260
Add copies of letters forming enclosures, &c	2,000

I have the honor to be, Sir,

Your most obedient Servant,

R. A. C. HAMILTON,

Agent Govr. Genl. for C. India.

INDORE RESIDENCY,
16*th October*, 1856.

APPENDIX. No. 425.

Miscellaneous Papers respecting Central India.

No. 2260.

Agent Gov. Genl. Central India, Sir R. Hamilton, Bart.

FROM

SIR ROBERT HAMILTON, BART.,

Agent Governor General for Central India.

To

H. RICKETTS, ESQ.,

Commissioner for the Revision

of Civil Salaries and Establishments

throughout India.

Dated, Indore Residency, 17*th October,* 1856.

SIR,

I have the honor to acknowledge the receipt of your letter, No. 562, dated 10th Instant, requiring explanation regarding the administration of the Maunpore Purgunnah, and the duties of the Deputy Bheel Agent.

2. Within the last three months there has been a great change in both Departments, it will be best for me to state the arrangement sanctioned for the future.

3. The Purgunnah of Maunpore has been annexed to the Nimar Political Assistants charge, and will henceforth be administered, as other Purgunnahs in Nimar, from Mundleisir, the Head Quarters of the Political Assistant.

4. The Duties of Deputy Bheel Agent, are, as described by that officer, the charge of the Bhoomias and guaranteed Bheels of the Vindhia range, the Police duties and charge of the Agra and Bombay road from Mhow to the Candeish frontier, a distance of 100 miles. He has further to superintend all the Bheel tribes in Holkars, Dhar, Rutlam, and Sindia's districts connected with the Vindhia range. For convenience sake, Maunpore at the head of the Ghat on the Agra and Bombay road, is the best locality for his Head Quarters, and this will enable him to supervise and assist in the Maunpore administration; but he is not an Assistant to the Political Assistant in Nimar, and therefore ought only to be styled, as gazetted by the Governor General in Council, Deputy Bheel Agent and Political Assistant to the Agent Governor General in Central India. To this office, Lieutenant Gordon Cumming has just been appointed, and his future salary should be consolidated at 500 Rupees a month, and 50 Rupees marching allowance.

APPENDIX. No. 425.

Miscellaneous Papers respecting Central India.

Agent Gov. Genl. Central India, Sir R. Hamilton, Bart.

5. Your enquiry regarding tents and travelling allowance will be separately noticed.

6. Duplicate of my letter, No. 2076, dated 23rd September, is enclosed as requested.

I have the honor to be, Sir,

Your most obedient Servant,

INDORE RESIDENCY,
17*th October*, 1856.

R N C HAMILTON,
Agent Govr. Genl for Central India.

APPENDIX No. 136.

Miscellaneous Papers respecting Rajpootana and Central India.

Junction of the Agencies

No. 1544 A of 1856.

Rajpootana and Central India, Officiating Secretary to Govt., N. W. P.

FROM

C. B. THORNHILL, ESQ.,

Officiating Secretary to Government, N. W. P.

To

H. RICKETTS, ESQ.,

Commissioner for the Revision of Civil Salaries.

Dated, Head Quarters, Nynee Tal,

Financial Department. *The 13th October,* 1856.

SIR,

I am directed to acknowledge the receipt of your letter of the 7th Instant, No. 559, on the proposal to abolish the Central India Agency, on the retirement of Sir Robert Hamilton, and to transfer the business of that office to Governor General's Agent for Rajpootana.

2nd. In reply, I am desired to intimate, that the Lieutenant Governor has no objection to the arrangement therein referred to, as far as regards the duties of internal administration which are within his province.

I have the honor to be, Sir,

Your most Obedient Servant,

C. B. THORNHILL,

Offg. Secy. to Govt., N. W. P.

HEAD QUARTERS, NYNEE TAL,
The 13th October, 1856.

428.

APPENDIX. No. 134.

Miscellaneous Papers respecting Rajpootana and Central India.

Junction of the Agencies.

No. 703 of 1856.

Rajpootana and Central India, Sir H. Lawrence, K.C.B.

FROM

COLONEL SIR H. M. LAWRENCE, K. C. B,

Governor General's Agent for the States of Rajpootana.

To

HENRY RICKETTS, Esq.,

Commissioner for the Revision

of Civil Salaries, &c.

Dated, Aboo, 5th November, 1856.

SIR,

I have the honor to acknowledge receipt of your letter, No. 602, of the 23d Ultimo, with enclosures, asking whether I approve of your "scheme, as now shaped," —for the junction of the Central India and Rajpootana Agencies.

2. In the face of Sir Robert Hamilton's opinion, that it would not be "a judicious or a politic measure," I have much hesitation in pressing my own, especially as I know nothing of the Country which he has successfully managed for many years I agree with you, that an *efficient* Political Agent at Indore, ought to be able to perform most of the duties required of an Agent Governor General; I also quite agree with you, that silver sticks and trains of camels, are not the proper accompaniments to a progress through the Bheel jungles; Sir Robert will probably agree with us on both points. But, however useful may be the personal knowledge of parties, and the intimate acquaintance with the Country of a Political Agent; still, there are times, when general experience, more matured judgment, and greater authority, have their weight. You correctly lay great stress on personal fitness, but in no department does so much depend on personal qualities as in the political. A Political Agent, however able, is often a comparatively untried man, whereas an Agent Governor General, must always be one of long experience. In much, therefore, that Sir Robert Hamilton urges, I fully agree. In nothing, more fully, than that our very first consideration, should be the tranquillity of the Country. He points out two quarters demanding anxious attention; Bundelcund and the Bheel Tracts. In Rajpootana, there are three or four, nay half a dozen, such localities, one of them, Sheikhawuttee, must be four hundred miles distant from Bundelcund. No Agent Governor General would be doing his duty, were he to be absent, whatever the season, from any quarter where there were serious disturbances, and as one trouble too frequently induces, or, at least, accompanies others, there might be occasion for his presence in Marwar, or Mewar, or Jyepore, at the very time that he ought to hasten to the Newar Bheel Tracts, or to Bundelcund. Well acquainted as I now am with all Rajpootana, I *personally* should not decline the responsibility of the double Agency, *on the terms* set forth in my letter, No. 533, of the 20th

APPENDIX. No. 134.

Miscellaneous Papers respecting Rajpootana and Central India.

Junction of the Agencies

Rajpootana and Central India, Sir H. M. Lawrence, K. C. B.

September; but the above points, as also Sir R. Hamilton's objections, deserve serious attention. Accustomed to rapid travelling, I probably see fewer difficulties in the junction, than most Agents would. I am however quite of opinion, with Sir R. Hamilton, that the Agent Governor General should, ordinarily, every second year, visit each portion of his charge. In the event of a junction, this could only be effected by considerable exposure, and some dak travelling, as Rajpootana and Central India, must cover an area little short of 200,000 square miles.

3. Agreeing entirely with Sir R. Hamilton, that a petty insurrection would soon sweep away all savings that might be made in Civil Salaries, I deprecate his proposal to withdraw the Cavalry from Jhansi. It strikes me that, if the post be required at all, it is already weak, and that it would be better, either to keep it complete, or to withdraw the wing of Infantry and *post* guns as well as the Cavalry, moral means may answer. Weak Military means tempt attack or outbreak.*

4. Should the junction be approved, I see no objection to the scheme as shaped by you, *if the Deputy Agent be entirely Subordinate to the Agent Governor General.* If he be not, there would inevitably be clashing, whereas the great object of the scheme, as shaped by me, was to prevent clashing. By the designation of *Deputy Agent Governor General,* I presume you intend such subordination. The Deputy might be Judge and Sub-Commissioner, while the Agent Governor General, had the powers of Commissioner, or, the former might have the full powers of a Commissioner, and the Agent Governor General of a Chief Commissioner; *subordinate,* as at present, in Civil matters, to the Lieutenant Governor. If you will glance your eye over the maps of Jawud, Neemuch, Ajmere and Mhairwara, or even of Newar, you will at once perceive, how impossible it would be for the best intentioned functionaries, independent of each other, long to carry on duty without contention. Much of my time is now occupied by petty references about stolen cattle, &c., with the British *border* Commissioners and Magistrates, —you can conceive how this would be increased, had I to deal with an independent Commissioner in the heart of the Province, and with three independent District Officers in Ajmere, Neemuch, and Newar. Colonel Dixon's long experience and amiability, prevents him giving trouble, but *any* other officer in his position, could hardly avoid giving much. Still more difficult would it be, to avoid disputes with an independent Commissioner of the wide spread patches and isolated villages of Jawud and Neemuch. In short, I look upon it as much more important, that the Political and Civil duties should be under one head, than that Central India and Rajpootana should be under one Agent Governor General.

5. It seems to me, that the Salary of a Deputy Agent need not be above that of a Political Agent. At your rates of Rupees 20,000 (twenty thousand Rupees) a year, Rupees 8,000 (eight thousand Rupees) would thus be saved. This sum I should like to see divided among the personal Assistants and the Military Secretary, thereby in-

* A weak detachment of Infantry is nearly helpless for offensive operations. When most required in the field, half its strength will be wanted to defend its own Lines, Magazines, and Hospital.

APPENDIX. No. 134

Miscellaneous Papers respecting Rajpootana and Central India.

Junction of the Agencies.

creasing the pay of each individual by about a hundred Rupees a month. I will however presently propose a scheme, for the still more economical, and, in my mind, more efficient performance of the duties intended for a Deputy Agent.

Rajpootana and Central India, Sir H. M Lawrence, K. C. B.

6 You ask me, what additions would be required to my Office, in the event of a junction of the two Agencies, also what Office Establishments, the Political Agent at Indore, and the Deputy Agent Governor General, would respectively require, in the event of the junction scheme meeting with approval It is difficult to answer these questions with precision, as I am not perfectly aware of the Indore duties, but roughly calculating the increased writing in my own office, and estimating the Political duties of a Political Agent at Indore, as generally similar to those of other Agents, and proportioning the Civil duties of three small Districts by those of Neemuch, I think the first, (my own Office), would require an increase of two hundred and seventy Rupees (Rs. 270) a month, the second of one hundred and ninety Rupees, (Rs 190), and the third of one hundred and eighty, (Rs. 180) a month, causing a saving of two hundred Rupees (Rs 200) a month, on the present Indore English Abstract In no other Department do I perceive that any saving could be effected. The present Indore *Native* Establishment, might be divided somewhat as follows :—

Addition to Agent Governor General's Office....	230	Rs
Indore Political Agent.....	290	„
Deputy Agent.....	267	„
As at present....	787	Total.

The Treasury, Intelligence, Jail, Medical, Camel, Opium, and Branch Establishments, would be unaffected by the substitution of a Political Agent for an Agent Governor General.

7. If two Agencies be maintained, as perhaps will be most prudent, for the present at least, I am quite prepared to be responsible for the Ajmere duties, on a vacancy occurring, with or without any increase of Establishment, thereby effecting as you suggest, a saving of twenty one thousand two hundred and twenty seven Rupees (Rs 21,227) a year; but I should prefer, that an allowance of three thousand Rupees (Rs 3,000) a year be made, in addition to his Salary, to one of the Senior Assistants, or to one of the Political Agents, for the conduct of such portion of the appellate *judicial* duties of Ajmere, as the Agent Governor General might be disposed to make over to him A similar arrangement to be made for Neemuch, when that Political Agency is vacated by Colonel George Lawrence The Revenue and Police supervision, to remain directly in the hands of the Agent Governor General, and he to have the power of transferring any judicial Appeal to his own file. Political Agents qualified for their present duties, which involve much quasi judicial work, would be qualified for the duty here suggested, I infer that Political Agents are selected men of some Civil experience.

8. If the suggestion be approved, it might be carried out, in the event of a junction hereafter of the two Agencies, so as to obviate the necessity of employing a Deputy

Rajpootana and Central India, Sir H. M. Lawrence, K. C. B.

Agent. In such case, the duties proposed for him, would devolve on three separate qualified Assistants, or Political Agents. A Deputy Agent stationed at Neemuch, would be 160 miles from Ajmere, and 190 from Mundlaisir, the nearest point of Newar. He would only be able to visit each district once a year, thus obliging Suitors to travel long distances. On the other hand, the Political Agent of Neemuch, would be on the spot, and the Agents of Joudpoore and Jyepoore, would be scarcely half the distance from Ajmere, that the Deputy at Neemuch would be. Indore again is only 44 miles from Mundlaisir, and not twice that distance from the heart of the Newar tracts. This comparative facility of appeal, seems to me, to more than counterbalance the advantages of superior judicial knowledge, that might, by possibility, be possessed by the Deputy Agent. The scheme also involves the saving of at least half the proposed salary of such an Officer But if one be appointed, whether subordinately or independent, he should be a man trained in the Non Regulation Provinces.

9. It should be remembered that, though the area of these directly managed Districts is considerable, the population is very scanty, and the Revenue small. Calculating the population by that of Neemuch, (which for Newar and Mhairwara is a favourable estimate,) the whole population will not exceed half a Million, or considerably less than that of an ordinary District in the Provinces. The total Revenue also, about 10 lakhs in all, is below that of many a single British District, indeed not half that of some Districts. The mass of the people also are either Rajpoots and others connected with Istuinrardars (quasi Jageerdars) who avoid our Courts; or Mhairs, Meenahs, Gouds, Bheels, and other wild tribes, who of their own accord trouble them as little. The majority of the remainder are of the usual classes of agriculturists. The usual Suits therefore that come into Court are simple. Few involve a hundred Rupees, a Suit of a thousand Rupees is most rare. The Revenue Assessment, has been fixed for a term of years in Ajmere and Mhairwara, and will be so by the end of the year in Neemuch. I therefore repeat, that if Political Agents are qualified to perform the important judicial duties that occasionally fall to their lot, they will be quite qualified to fulfil the appellate duties as Judge, and even as Commissioner, that may fall to them in these Districts. The Chief Revenue duties, as also those of Superintendent of Police, should, in my opinion, remain directly in the hands of the Agent Governor General. I beg emphatically to repeat, that whether there be two Agencies, or one combined Agency, I consider, that the tranquillity of the country, and also its progress in civilization, and indeed the eventual prospects of the Revenue of the British Districts, demand that one British Officer be at the head of both Civil and Political affairs in Rajpootana.

10. I am quite convinced, that the Government Revenue has hitherto suffered as much, as have the people, from over Assessments in Rajpootana. It is equally clear, that so long, as in our own patches of territory, the old routine of Customs Collections is followed, and the very necessaries of life are taxed, it is idle to expect reform in the surrounding Native States. We are a light to these States; I am sorry to say the light has often been a very bad one. I thus consider that a local Officer, in a position to take

APPENDIX. No. 134

Miscellaneous Papers respecting Rajpootana and Central India.

Section of the Agency.

large views, will best serve both the interests of Government, and of the people of our own patches of territory, and that such Officer, by having authority over those patches, can better influence for good the Native Princes around.

Rajpootana and Central India, Sir H. M. Lawrence, K. C. B.

11. In these remarks, I more particularly refer to Jawud-Neemuch, where the Maharatta heavy Assessment was largely, suddenly, and unequally increased by our Officers; where, during ten years, not a Rupee, except for a single tank, was spent on the country. The Lieutenant Governor has just confirmed the Settlement for twenty years of two Purgunnahs in that quarter, at a reduction of 24 per Cent. on the Maharatta Assessment, and of 32 per cent. on what our Officers raised it to. This reduction was found necessary, even though much rent-free land was brought on the rent roll. Some villages have been reduced forty, fifty, and even sixty per Cent., while such were the inequalities, that in eight villages, the Assessment has been largely increased. My own opinion is, that in the next settlement of Ajmere, the Assessment there must be reduced at least 20 per Cent.

12. If it be asked, what has all this to do with the necessity for combined Civil and Political authority, I reply, that until Neemuch fell under the Agent Governor General for Rajpootana as Commissioner, it was declared to be in excellent order and lightly assessed. I went through the District and thoroughly inspected almost every village in the heavily assessed portions, and proved the fallacy of past pictures. True, the Lieutenant Governor has dealt very liberally with it and, on my Reports, has authorized a margin of 50 per Cent. on the rental, but, considering, that notwithstanding my strongly expressed opinions, the District Officer only a twelve month ago did not consider the bad Purgunnahs generally heavily assessed, considering also, that 33 per Cent. margin was authorized in the year 1846, "on the probable average rental "of the Estates of Ajmere, during the period of settlement," and yet, that in many instances, as shewn by the printed Reports, little or no margin was left, I am borne out in the opinion, that an Officer having opportunity of seeing for himself, and yet placed above mere Revenue influence, may greatly assist the governing authority, even if it be only in enforcing the execution in its full spirit of the Government orders. In plain words, what I mean is, that orders from a distance have little chance of being carried out in their full integrity, where the feelings and prejudices of Executive Officers are opposed to those orders. Thus much on the Revenue Department. Quite as much might be said on the Police. Experience has proved, that dacoits and robbers have worse chances, where an Officer can hunt them from District to District, and from State to State, than where there is divided authority. I write thus freely, as I am aware there is no intention to disturb present incumbents. Colonel Dixon's long experience, and perfect acquaintance with localities and capabilities, enable him to make annual remissions, that prevent all the injury that would otherwise ensue from high assessments, while his tanks are a real blessing to the country. Fully appreciating the good he has done, I should be sorry to be supposed to detract from his great merits.

13. I cannot too often point to the fact, that Neemuch, Ajmere, and Mhairwara,

APPENDIX. No. 134.

Miscellaneous Papers respecting Rajpootana and Central India.

Rajpootana and Central India, Sir H. M Lawrence, K. C. B.

are unlike any thing else now existing in India, unless it be the Cis-Sutlej States. In those States, it would be as inconvenient to have separate Officers in charge of Political and Civil affairs as in Rajpootana. At Hydrabad, the assigned Districts are in large lumps of territory, far apart in three separate quarters from the City of Hydrabad. On that account, I declined the combined charge, when offered, without assistance, 3 years ago. *There*, I felt I could not, unassisted, do the duty, here, I feel, that the combination of duties would be a relief. There, hundreds of miles separate the masses of villages; here, an Ajmere, Mhairwara, or Neemuch village, or clump of villages, falls in the way over nearly the whole length of the Province.

14. Referring to your 4th Para., I can perceive no advantage in Sir R. Hamilton's proposal, to retransfer Pertabghur, Banswara, and Kooshulghur to Indore. Pertabghur is only 50 miles from Neemuch, and Banswara is much nearer Neemuch than Indore, and moreover, is minutely mixed up with Doongurpoor (under this Agency,) several of the Thakoors of one state holding estates in the other. I do not know why Sir R. Hamilton notices Kooshulghur separately, it being an integral portion of Banswara. True it has been claimed by Rutlam, (which is under Indore,) but the question has long since been decided by Government against Rutlam. These petty, but wild and troublesome States, have now been under this Agency for some twenty-five years, and I repeat, that I am at a loss to perceive a single advantage, that would be gained by their transfer to Indore.

15. Adverting to Sir R. Hamilton's proposal to do away with the Maywar Agency, and also to the question put in your 5th Para., I beg to express my opinion, that Maywar is the most important and onerous subordinate charge in Rajpootana. There has moreover been so much interference, indeed so much direct management in Maywar, during the last 38 years, that to withdraw the Political Agent now, would be the signal for anarchy. Instead of such a step, I desire to see two Officers, subordinate to the Political Agent, stationed in the Country, one in the Bheel tracts, the other in the Meenah (Jehazpoor) quarter, both to be paid by the Durbar. Had there never been a Political Agent in Maywar, I should be sorry to propose one, as there has always, with a brief interval, been one, his removal now, would hasten the crisis that nothing can very long prevent.

16. The Indore Agency Statement is returned.

I have the honor to be, Sir,

Your most Obedient Servant,

H. M. LAWRENCE,

Govr. Genl's. Agent.

RAJPOOTANA AGENCY, ABOO,
5*th November*, 1856.

APPENDIX No.s 138 and 139.

Officers of the Mysore Commission.

FROM

LIEUTENANT-GENERAL M. CUBBON,

Commissioner for the Government of the Territories of His Highness the Rajah of Mysore,

To

H. RICKETTS, ESQUIRE,

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

Nundydroog, 3rd March 1858.

SIR,

I HAVE the honor to acknowledge the receipt of your letter No. 1420, of the 5th ultimo, and beg to apologize for the delay which has taken place, during the press of other business, in forwarding the remarks which you desired me to append to the paper transmitted with your letter No. 1211, of the 31st August last, which is now returned.

Differing as I do from some of the opinions you have recorded as to the changes required in Mysore, I am anxious to express my best acknowledgments for the courteous and impartial spirit in which your inquiries have been conducted and your conclusions formed.

I have the honor to be,

SIR,

Your most obedient Servant,

M. CUBBON,

Commissioner.

139

NOTE BY THE COMMISSIONER OF MYSORE, DATED NUNDYDROOG, THE 3RD MARCH 1858.

COMMISSIONER.

I HARDLY think the responsibilities of a Judge of the Sudder Adawlut of Madras can be put in the balance with those of the Commissioner of Mysore. The latter has the sole and undivided responsibility of the control of every branch of the administration of a considerable province—from circumstances which need not here be entered upon, full of elements of mischief: the other merely a share in the responsibility of one department of the State. When the country was first assumed, *two* Commissioners were appointed, and their salaries were fixed at the highest rates paid to any members of Boards at the Presidency. The importance of the office was thus recognized as equal to that of two Judges of the Sudder united; and although, when the authority was vested in one sole Commissioner, no addition was made to the salary, it does not follow that, when a reduction is made in the pay of the Sudder Judges, a similar reduction should take place in the allowances of a Commissioner, between whose duties and theirs no analogy can exist. The position of the Commissioner of Mysore is altogether an anomalous one, and considering that he is at once the representative of the British Government and the

wielder of the full power of the native sovereign, it appears difficult to conceive a post, the importance of which requires more support from high salary, that leading test of dignity and confidence among natives. It would do less harm to cut down the pay at once than to do it when the place comes to be held by one whose authority would not have the advantage of the prestige attending a quarter of a century of tenure.

First Assistant.

The change proposed with regard to the First Assistant and Secretary is, in reality, not so much a change in his allowances as a complete upsetting of his position. In the Mysore Commission this officer has always been looked upon relatively to the Superintendents as the Secretary to Government is relatively to the Collectors of Districts. This view was taken by the Hon'ble the Court of Directors when the present Major-General Clarke, the predecessor of Captain Cunningham, obtained their special permission to retain the appointment as a Lieutenant-Colonel. I would wish the salary of this appointment to be considered altogether irrespectively of the Amrut Mahul allowances, which may be withdrawn any day, and which, even now, are by no means necessarily attached to the Secretary's office. It is not every officer who can perform these duties satisfactorily. He must be a man of general information, possessing the power of writing rapidly, correctly, and concisely; he must have an intimate knowledge of the administrative details of the country in all branches, and be familiar with the records and correspondence of the Commissioner's office. The confidential position which the Secretary must necessarily occupy in his relations with the Commissioner in itself pre-supposes that he must be an officer of approved conduct and judgment and of matured experience. For the selection of such an officer, the Commissioner should be allowed the range of all his subordinates, and consequently the salary attached to that office should not, it is conceived, be less than that proposed for the Superintendent of a Division. I would only add one more observation on the proposed cutting down of the office of Secretary, from being a tolerable good appointment to being merely a stepping-stone to that of Superintendent, that no officer would continue to be Secretary under such circumstances, if he could possibly become Acting Superintendent, and that there would be a constant change of officers, and the office would entirely change its character.

JUDICIAL COMMISSIONER.

Second and Third Assistants and Huzoor Adawlut.

I cannot concur in the opinion that there is no necessity for providing European Assistants for the Judicial Commissioner. To my mind it appears of very great importance that, in case of sickness, or indeed at any time, there should be a second European officer in this department. In the revision of proceedings conducted by natives, the more European agency that is called into play the greater will be the confidence of the public in these revisions. So strongly do I feel on this point, that I think the Judicial Commissioner ought to have two officers attached to him, one for the criminal, the other for the civil branch. On the occasion of a vacancy among the Superintendents, I should consider it of great advantage to be able to find a man who had passed a year or two in the Judicial Commissioner's office.

An inadequate idea seems to have been formed of the work which devolves on the Judicial Commissioner, when it is thought that the work of the Huzoor Adawlut Court might be taken up by that officer, and this, too, without the aid of European Assistants. It may be safely said that the work carried on in his office is to the full as much as he and his two European Assistants can perform or supervise with a proper degree of efficiency. No one, without personal experience, can form an adequate idea of the enormous length of trials by punchayet, or the number of witnesses it is thought necessary to examine. In fact, it is not supposed that justice is done, unless every source of information that may be indicated by any of the parties is

explored, however irrelevant or immaterial the same may appear to the Judge; and this custom imposes an amount of labor in the examination of proceedings to which the Judicial Commissioner would be unequal without aid and; if deprived of European Assistants, he must have recourse to Natives, in whose integrity the country would not have the same confidence.

Huzoor Adawlut.

The abolition of the Huzoor Adawlut is recommended, should there be no political reasons for retaining it.

On the formation of the Mysore Commission, it was specially laid down that the administration should be so conducted as to be in a position at any time to be restored into the hands of the Native Prince. With such a possible contingency before one, it seemed absolutely necessary to form and retain a bench of Native Judges imbued with European notions of equity and the general principles of the laws of evidence. In my opinion the experiment has been a very interesting one and has worked well. I should regret much to see this Court abolished, and I have no doubt Mr. Devereux, as he works his way onwards, will suggest arrangements by which it will be made even more useful to the country than it has hitherto been. The late First Judge, Sashagherry Row, and his successor, Ramaswamy Jyab, though not highly educated in the present sense of the phrase, have done honor to the native name by their learning, acuteness, and integrity. Besides, the abolition of the Huzoor Adawlut could not fail to strengthen an apprehension which is gaining ground daily, that an intention exists to exclude natives hereafter from high employment, in order to substitute Europeans in another place. In the event of the Huzoor Adawlut Court being retained, it is proposed that it should receive all appeals from the Division Moonsiff's Court, by which means a good deal of work would be saved to the Superintendents of Divisions. I fear it would be unsatisfactory to the people at large to exclude appellants from the Superintendent's Court and thereby leave nearly the whole litigation of the territory to native adjudication, except in special appeal to the Judicial Commissioner, a state of things which cannot be desired. The state of public feeling in the matter of appeals may be seen by the numbers which are now preferred to the Adawlut, as compared with those filed in the Division Courts; and if it be said that the preference shown to the latter is to a great degree caused by the unwillingness of the people to proceed so far from their homes as the Adawlut Court, it may be asked in reply, whether it would not be considered a hardship to make it compulsory for all appeals to be preferred to the Huzoor Adawlut Court only.

DIVISIONS.

I entirely concur in the view here taken of the excessive labor of the Superintendents and in their claim to an increase of salary, and I should like to see an additional Assistant provided for each Superintendent, as also that the pay of the senior should be raised to about Rupees 800.

I should, however, much prefer that the existing system should be left intact in other respects, that the powers to be bestowed on these Assistants should be left to the discretion of the Superintendents, and that the Commissioner should continue to be able to hold the Superintendents solely and entirely responsible for all that goes on within their Division. I believe that the multiplication of Assistants in the Divisions, and the exact defining of the powers of each, would materially interfere with this responsibility. If it be true, as I hear it stated, that in the Punjab there is an European Assistant to every two and a half lakhs of revenue, while in Mysore there is only one to every five lakhs, I think the increase above suggested, of one Assistant to each Division, might be recommended, without abolishing other departments and cutting down other salaries to provide the necessary funds. To come to

particulars, it is proposed that the Superintendents of Bangalore and Astagram should each have four Covenanted and one Uncovenanted Assistants allotted to them, and the Superintendents of Chittledroog and Nuggur, three of the former and one of the latter—certain of the Assistants to be invested with original powers. It is, however, a question with the most experienced of the Superintendents, whether they would not find themselves encumbered with so much help, and that their time would be much taken up in reviewing the proceedings of the Assistants and in hearing appeals from their decisions. All who have had experience of the disposition of the people of Mysore, and of the native servants, must concur in the opinion that such a system could not fail to lead to discord, and that the Assistants would find themselves imperceptibly and, perhaps, unwillingly, the centre of little factions, all tending to annoy and perplex the Superintendent. That the Superintendent is able to get through his work is to be attributed, among other causes, to the fact, that the power and responsibility resting exclusively with himself, he can easily prevent Assistants from degenerating into obstruction. I conceive that a Superintendent with two Covenanted Assistants, one of them on Rupees 800 a month, and one Covenanted District Engineer, might undertake to face any amount of work that is likely to occur in a Division; the Superintendent having authority to employ the two former either in his own cutcherry, or in charge of certain talooks, as he may consider most conducive to the public interests.

In regard to the powers proposed to be given to each Assistant, I can see no objection to an Assistant, after a certain period, being entrusted with certain powers, those for instance of a Principal Sudder Moonsiff; but I would not make it incumbent on the Superintendent to make over to him work corresponding with those powers, if the Superintendent did not himself desire to make it over.

I hardly think the whole divisional establishment proposed is necessary in the Mysore Territory, where the business has been tolerably satisfactorily conducted for a number of years. Moreover, in the present state of things, the Covenanted Service could not supply it, and it may be a question whether the employment of Uncovenanted servants as Assistants to Superintendents is at present desirable.

No more magisterial powers than they now have should be given to Amildars.

M. CUBBON,
Commissioner.

G. A. SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO. 1, WESTON'S LANE, COSSITOLLAH.

APPENDIX No. 140

Officers in Scinde.

No. 1060 OF 1858.

FINANCIAL DEPARTMENT.

FROM

H. B. E. FRERE, ESQUIRE,

Commissioner in Scinde.

To

H. RICKETTS, ESQUIRE,

Special Commissioner for the revision of Salaries.

Dated Kurrachee, 5th May 1858.

SIR,

I HAVE the honor to forward a copy of a letter, addressed to the Government of Bombay, on the subject of carrying out the orders of the Hon'ble Court, relative to a re-casting of Civil establishments in this province.

2. So much serious inconvenience is experienced from uncertainty as to the position and pay of district officers—an uncertainty which has now lasted ever since the province was attached to the Bombay presidency, ten years ago, that I think almost any settlement which was not liable to further reduction, or subject to sanction of distant authority, would be generally felt as a relief and a boon, and therefore I shall be glad to see the orders of the Home Government carried out in the way proposed, after which every officer will know his own position and prospects, and will feel that though they may bettered they cannot be made worse.

3. But I need hardly tell you that I do not concur in the policy of the reductions ordered, nor do I think them likely to conduce to true economy, or to the good of the public service in any way.

4. I will venture briefly to state the general reasons for this opinion, and beg to refer for details to the red ink remarks on the memo. attached to the letter to Government.

5. I do not think the general features of the scheme for dividing the province are bad. Scinde is so far from Bombay and Lahore, and so much out of the way of the authorities at both places, that I think it will always be found desirable to entrust its general superintendence to a separate officer, who can exercise locally the principal functions of the Sudder Adawlut and Revenue Commissioners or Boards, and in all departments act for Government in matters which merely affect provincial interests.

6. For Executive officers under him, the two proposed charges are much larger than would be desirable, but the very awkward shape of the districts, and the position of the principal towns, render it very difficult to arrange any other division, except by cutting the province up into a number of small charges, and the principal reasons which could be given in favor

of such a measure, will be met by giving sufficiently large powers to the principal deputies.

7. My principal objections to the Court's scheme are, that there are too few district officers, and that the scale of pay is too low.

8. After the most careful consideration, I am convinced that an efficient discharge of the duties, and the proper development of the resources of the country cannot be expected, unless eight additional European officers are granted, four on the right and four on the left bank divisions, including the Thur and Parkur.

9. The additions I would propose are shown in the annexed Statement in red ink. They would then allow of the following distribution of officers in the subordinate charges :—

Shikarpore Division.—In Shikarpore and Sukkur, one Deputy and two Assistants ; one of them will have his hands quite full in charge of the Treasury and Town duties, the other should have his head quarters at Sukkur which should never be left without an European Magistrate Roree and the districts above it, one Deputy and one Assistant. Larkhana and Mehur, the same Sehwan and Kotree, the same. Jerruck, Tatta and the Delta, the same. Kurrachee the same The Deputy should be an officer of considerable standing and experience, fully qualified to act for the Head of the office in all emergencies ; at present the large station and port of Kurrachee is often left for four or five months together with no covenanted officer but a young Civilian of three or four years' standing, and of course of but slender experience. The Assistant will have full occupation in charge of the large Treasury and head quarter duties. For the Hill district, one Assistant.

Hydrabad Division.—Nowshera and Mora, one Deputy and one Assistant. Halla and Sukkurrund, the same. Meerpoor, the Narra and Alyar-ka-Tandathe same. Mahomed Khan's Tanda and Shabunder the same. Hydrabad and the Treasury two Assistants. Thurr and Parkur one Deputy and one Assistant, or a Political Agent and Assistant. This number makes no provision for sick or absentees.

10. The rates of pay shown in the statement are graduated so as to accord with those sanctioned by the Court of Directors, but they are too low to secure efficient men.

11. The climate and other drawbacks to service in Scinde may be fairly estimated as equivalent to a deduction of 20 per cent. from the salary. I have found, giving officers their choice, that this is really about the popular estimate of the difference between service in Upper Scinde, and service in our older provinces.

APPENDIX No. 140

Officers in Scinde.

12. But allowing nothing on this account as compared with the rates of pay to Civil servants in India, it will be found that a young Civilian who has passed in two languages and the 1st standard examination receives 400 Rs. per mensem; after passing the 2nd standard he is eligible for promotion, and is usually promoted to be a 2nd Assistant Collector on Rupees 550, or Assistant Judge on Rs. 700 pay.

13. Therefore, even with the addition of eight officers to the Courts' scheme as proposed by me, one Commissioner might have six Civilians who have passed the 2nd standard, and only three who have passed the 1st standard. The other Commissioner might have five passed in the 2nd, and but two passed in the 1st standard.

14. By the Court's scheme, they can each have but three Assistants passed in the 1st, and three in the 2nd standard.

15. Their other Assistants being paid less than the lowest grade of Civilians entrusted with any duties must be Uncovenanted, or very junior Military officers. The appointment would, as far as pay goes, not be worth the acceptance of any officer who had qualified himself, by passing, to be Adjutant or Quarter Master of his Regiment.

16. As regards Uncovenanted servants, it would not be worth the while of any young Surveyor or Civil Engineer who can get Rs. 300 per month, to take an Uncovenanted Assistantship on the same pay.

17. With such agency the Commissioner is expected to do justice to a district half as large as Great Britain, and quite equal in importance, and in the quantity of work to be done, to any three of our largest Bombay Collectorates.

18. In a financial point of view, the parsimony of Government in this respect has always seemed to me most short-sighted and suicidal. There are not half a dozen of the Kardarates in the province which might not with ease yield Rs. 20,000 each per annum, more than they now do, if there were a sufficiency of competent officers to administer them, even with the present population and water supply. In most of them the present Revenue might be increased by one-fourth in three years, and the people be far happier and better governed. The amount of misgovernment, pecuniary loss and misery, which is the unavoidable result of the present insufficiency of administrative officers, and the inadequacy of their pay, would be heart-breaking to any one who was not conscious that he had from the first protested and striven against it.

19. So far regarding the Commissioners and their establishments. As regards other officers, the Court propose to cut down the pay of the Chief Commissioner, on the first occurrence of a vacancy, from Rs. 4,333 to Rs. 3,333 per mensem. I must confess that I think this will be most illiberal and unwise. As regards the calls upon him and his unavoidable expenses

if he does his duty, the position of the chief Civil officer in this province is quite as expensive as such colonial Governments as the Cape, Ceylon or the Mauritius, and I can speak from an experience of seven years, that even on the present pay, without extravagance or ostentation, it is a difficult matter to lay by any thing; and that a quiet Collectorate in India is a far more lucrative appointment. If the salary be hereafter cut down as has been ordered, I am convinced the appointment will never be held, but as a stepping stone to some equally well paid, but less expensive post in the better climates in India, and a constant change of incumbents will be fatal to efficiency.

20. The importance of the judicial business is daily increasing, and is even now such as to require, in order to dispose of it efficiently, a regular and separate tribunal of the highest class to be found away from our presidency towns. I propose to have a Judicial Commissioner on the salary of a Judge in India who will go on circuit periodically to try appeals at Hydrabad and Shikarpore.

21. I have proposed to add slightly to the pay of the Judicial Deputy Commissioner at Shikarpore and Hydrabad. At present the pay of all three Judicial deputies being equal and none higher than an Assistant Judge in Bombay, no man who is entitled to an Assistant Judgeship in India will accept the appointment at Shikarpore, and the judicial business of a city, which, from the number and character of its inhabitants, ought to be of great importance, is necessarily left to a man junior, or otherwise inferior, to the most junior of all the Judicial officers in our older provinces, who are never trusted with independent charges.

22. I consider the pay of all ranks of native servants fully 25 per cent. below what is necessary to enable them to live properly and do their duty without preying on the people. The highest class of district officers should have at least Rs. 300 or 400 per month, in place of 200 which is now the highest rate. The people here live expensively as compared to other parts of India. All eat meat and fish, and go fully clothed, not on flimsy muslins, but on substantial garments, and any one who takes the trouble to enquire, may satisfy himself that the current cost of food and clothing to a Moonshee in Scinde is a full third more than in India. With this fact before us, it seems to me something worse than a farce to tell our native servants that we expect them to be honest, and not to live at free quarters upon the people, when we pay them at rates of wages which we well know are not sufficient to enable a man to pay his own way in the cheaper provinces of India.

I have the honor to be,

SIR,

Your most obedient servant,

H. B. E. FRERE,

Commissioner in Scinde.

APPENDIX No. 146.

Officers in Scinde.

No. 173 of 1858.

REVENUE DEPARTMENT.

FROM

H. B. E. FRERE, ESQUIRE,

Commissioner in Scinde,

To

THE RIGHT HON'BLE LORD ELPHINSTONE, G. C. H.,

Governor and President in Council, Bombay.

Dated Kurrachee, 5th May 1858.

MY LORD,

As directed in the Government letter noted in the margin, I have the honor to submit a report on the best mode of giving effect to the orders of the Hon'ble Court of Directors, and the Government of India, on the subject of re-casting the Civil establishments in Scinde.

Territorial Department Finance, No. 534, of the 9th May 1857.

2. I have hitherto been deterred from proposing to give immediate effect to these instructions, partly by my unwillingness to make any such change during a period like that of the last few months, when it was most important, neither to unsettle the minds of the Native population, nor to hamper local officers with new duties and changes of system; and partly from my wish to confer personally with the Collector of Shikarpore regarding the doubts I entertained as to the possibility of any single officer doing justice to charges so extended as those directed by the Hon'ble Court.

3. These temporary causes of delay no longer exist. The state of the province and other circumstances are perhaps as favorable now for any such change as they are ever likely to be. And Major Stewart, whose experience in both the Shikarpore and Kurrachee Collectorates is peculiarly valuable, thinks that the measures I am now about to submit will be effectual in enabling one officer to manage a district nearly as large as both of the old Collectorates.

4. In my report noted in the margin, I stated very fully my reasons for thinking it highly unadvisable to reduce the Covenanted European agency to the extent which had then been ordered. I believe that report has not yet been submitted to the home authorities, which I greatly regret, because I had taken pains to fortify my opinions and assertions as to the impolicy of the reductions ordered, with facts and evidence which I hoped, would have been deemed conclusive on the point that, in a financial point of view, the proposed measure was an unwise and mistaken economy.

To Government in the Financial Department No. 562, of 31st December 1855.

APPENDIX No. 141.

Officers in Scinde.

5. The present state of uncertainty regarding the position and pay of most Civil officers in Scinde is, however, even a greater evil than reduction, and understanding that the orders conveyed are final and imperative, I beg to submit the following suggestions, which will, I hope, carry out the intentions of the Hon'ble Court of Directors, with as little injury as possible to public interests, and I only refer to my former report as containing my views which are still, after much careful and anxious consideration, unaltered.

6. The measures necessary to give effect to the present orders of the Government of India, are briefly stated in the annexed memorandum I will here merely add such remarks as seem required to explain what is proposed.

Paras. 2 and 3 of Memo.

7. The more populous and financially valuable portions of the province are so scattered and irregular in shape, that it is impossible to divide them into two in any manner which shall not leave many valuable and important portions at a great distance from each other, and from any single spot which can be selected as an eligible head quarter station. After the most careful consideration, I think the division already proposed to Government, by General Jacob in his letter noted in the margin, presents the fewest objectionable features, and I would therefore recommend its adoption.

No. 482, of the 20th December 1856, Territorial department, Revenue.

8. Many of the objections might doubtless be removed by dividing the province, as I had first proposed, by a line East and West; but this would create other and greater objections, and upon the whole, I think that General Jacob's is better than my own plan.

9. There can be no doubt that Hydrabad should be the head quarter station of the Eastern division. For the Western something might be said in favor of Kurrachee in preference to Shikarpore, but though Kurrachee is a large and increasing seaport, the only station where Europeans are likely to be found in large numbers, and, in every respect the fittest place to be the head quarters of the whole province, it is so completely in a corner as regards that particular division, and so remote from the rich and well inhabited districts of Upper Scinde, that it is quite unfitted to be the divisional head quarters, for which purpose Shikarpore is in every way more eligibly situated, besides being the commercial mart of Upper Scinde, and the great centre of trade with the countries to the North and West.

10. The divisions should be named after the principal towns, as I can think of no other denominations such as "North" or "South," "East" or "West," "Upper" or "Lower," which would be correct or appropriate, or in any respect so convenient.

APPENDIX No. 141

Officers in Scinde.

11. I have the less hesitation in proposing this arrangement, because it is to me self-evident that the fiscal and judicial duties of the town and port of Kurrachee itself, must ere long be a separate charge.

12. On this and other changes in the plan now laid down, which I consider most desirable, I have addressed a letter to the Commissioner for the revision of Civil salaries in India, of which I beg to enclose a copy.

No. I.

13. The Table referred to, in para. 5 of the memorandum includes, it will be observed, one 3rd Class Deputy Commissioner on 600 Rs., and one 1st Class Assistant Commissioner on 400 Rs. more than are sanctioned in para. 3 of the Resolution of the Government of India, of the 24th October 1856. This increase is more than counterbalanced by the following savings:—1*st*. A reduction of Rs. 300 in the salary of the Assistant Political Agent in Cutch whose charge is diminished by including the Thur and Parkur districts in the Hydrabad division. 2*ndly*, by the reduction of an Assistant at 400 Rs. per mensem in the Jagheer department. 3*rdly*, Government also has prepared to sanction the appointment of a separate Deputy Collector for the charge of the hill districts in the Kurrachee Collectorate, which are also included in the present arrangement.

Vide Government Letter No. 3671, dated 20th September 1856.

Vide Government Resolution No. 3389, dated 3rd September 1856.

14. I therefore trust that the additional officers which I have proposed, will not be considered to be in excess of the number virtually sanctioned, and I cannot see that the work can possibly be done with fewer officers.

No. III.

15. A statement is enclosed, showing the probable extent of the charges which would, under the plan I propose, be assigned to each Deputy Commissioner, and it will, I trust, be sufficient to prove to your Lordship in Council, that I have not proposed more officers than are absolutely necessary. This statement is however liable to revision when the several grades are filled up by Government.

16. The Table alluded to shows how all the officers now in the province may be absorbed in the new arrangements with one exception, that of Major Preedy, the present Collector of Kurrachee, whose office will be abolished under the present orders of the Hon'ble Court. None of the other appointments in the province would be equal to the command of his Regiment to which he is now entitled. I have, therefore altogether omitted him from the list. Should I have erred in so doing, he would take the

place of Captain Phillips in the list, and each of the officers below him would be moved down a step.

17. But though all the other officers now employed are included, the pay of the gentlemen noted in the margin, is reduced to an extent which cannot but seriously interfere with their efficiency, and some of them would, I conclude, hardly wish to remain on such low salaries, in a province which presents so few advantages of climate or situation.

Captain Southey.
Mr. Cole.
Mr. Elphinston, C. S.
Mr. Macdonald, C. S.
Mr. W. Maher.

18. It cannot, I trust, be the intention of Government that Civilians appointed to Scinde, should draw less pay than they are entitled to by the Rules for the examination of junior Civil Servants. These allowances should be drawn quite independently of the appointments which they hold in the list, otherwise, I apprehend that it will be impossible to expect that any Civilians will voluntarily accept of service in Scinde, except in the higher situations which would thus be barred from Military officers holding the lower paid appointments who would be continually liable to supersession.

Rs. 300 when passed by First Standard.
Rs. 400 when passed by Second Standard.

19. In the event of the arrangements proposed in the memorandum being approved, it would be advisable to publish in the *Government Gazette*, the appointments as given in Table No. 2. The rank and pay of each Deputy and Assistant Commissioner will, under the orders of the Hon'ble Court, be personal, and not depend on the district to the charge of which he may be appointed.

20. I have entered the Judicial and Police arrangements as sanctioned in the resolution of the Government of India, but they stand so entirely distinct from the other establishment, that I trust the latter may be considered and disposed of without any reference to the former.

21. Enclosure No. 4 shows the modifications which will be effected in the subordinate English and Native establishment. It shows a saving of Rs. 105 per mensem. But I would solicit authority to make any modifications in the arrangement as long as the total of the present sanctioned amount is not exceeded.

22. It will be found necessary to increase the office of the Chief Commissioner, particulary the native portion of it. The Acting Commissioner, Colonel Jacob, has already brought this subject before Government, and I will address the Special Commissioner for the revision of Civil salaries on the subject.

No. 18 of 20th January 1857.

APPENDIX No. 140.

Officers in Scinde.

23. I have not in the proposed establishments which are detailed in the enclosed statement, made any arrangements for the transfer of an Accountant and Clerk from each office to the Accountant General's office, but the measures will be carried out on the introduction of the Bengal system of accounts into Scinde.

24. Neither have I proposed any change in the Treasury establishment. There are at present three Treasuries with Establishments as per margin, and I do not see that any of these can be dispensed with. The Kurrachee Treasury will be required as much as ever, unless the arrangement proposed in my letter quoted in the margin is carried out.

Kurrachee	Rs. 179
Hydrabad	„ 165
Shikarpore	„ 165

No. 143, dated 23rd May 1857.

25. The information now submitted will, I trust, enable Government to give effect to the arrangements ordered by the Hon'ble Court without awaiting any decision on any recommendations which may be submitted by the Commissioner for the revision of Civil salaries. The arrangements now proposed are, as soon as I can judge, those which would be permanently best with regard to the distribution of charges and all other particulars, except the amount of salaries. These are far below the present standard of the Punjab, still further below the standard of India, and not such as in my humble opinion will secure the services of efficient and properly qualified officers. But should my views on these points be concurred in by Mr. Ricketts, it will be easy to adopt any suggestion he may offer for raising salaries.

Para. 9, of Resolution of Government of India, No. 1536, of the 15th April 1857.

26. The information contained in the enclosures to this letter will also, I trust, enable your Lordship in Council to lay before the Government of India, the report called for in clause 1st of para. 6 of the resolution of the 24th October 1856.

27. On the subject of the Rural Police discussed in clause 2 of the same para, there has been much separate correspondence. But I trust that it will not be considered necessary to defer a final decision regarding any other part of the Civil establishments till the Military questions involved in the discussion regarding the Police are decided.

28. The propositions I submitted in the course of this discussion regarding the Police are briefly to dispense with Shikarpore and Hydrabad as separate Military stations and to convert the Belooch Battalions into Line Corps, providing for the performance of the local duties of the Military

so dispensed with, by the agency of a single Police Corps, under Civil control, as in the Punjab.

29. As regards new buildings which form the subject of clause 3 of para. 6th of the Government resolution, I have repeatedly called for the necessary details from the Superintending Engineer, which, when received, shall be submitted.

30. With respect to travelling allowances (para. 8 of the Government resolution,) I would merely remark that I do not think the present rates could be reduced with advantage to Government. I believe there are few portions of the public expenditure better laid out by Government for its own advantage and that of its subjects than the travelling allowances of our Revenue officers and their Assistants.

31. I would beg to refer to my letter as per margin, in which I have entered on the subject of the supernumerary officers employed in revising the land assessment whose salaries form the subject of para. 9 of the Government resolution, as their pay is a purely temporary charge. I trust that no doubts regarding it, will defer a settlement of the fixed and permanent establishments.

No. 562, dated 31st December 1855, paras. 7 and 8.

I have the honor, &c. &c.,

(Signed) H. B. E. FRERE,
Commissioner in Scinde.

P. S.—It will be seen that this letter was written some time ago. Its transmission has, however, been unavoidably delayed. Major Preedy has, in the mean time, left Scinde; but what is said of him will apply to Mr. Down, the junior of the present three Collectors.

Signed H. B. E. F.

Appendix No. 1149
Officers in Scinde.

449.

No. I.

STATEMENT showing the mode in which Civil officers now in Scinde will be employed.

Office.	Incumbent.	Present Pay.			Proposed Pay.		
Chief Commissioner	H. B. E. Frere, C. S.	4333	5	4	4333	5	4
Assistant Commissioner	M. J S. Stewart, C. S.	1400	0	0	1400	0	0
Judicial Assistant	J. Gibbs, C. S.	1200	0	0	1200	0	0
Uncovanented Assistant	H. Ingle	350	0	0	350	0	0
Assistant Commissioner for Jaghcers	Major F. J. Goldsmid	700	0	0	700	0	0
Political Superintendent, North West Frontier	Brigadier-General J. Jacob, C. B.	500	0	0	500	0	0
Assistant ditto	Major W. L Merewether... ...	250	0	0	250	0	0
SHIKARPORE.							
Commissioner...	Major T. R. Stewart	1500	0	0	2250	0	0
Deputy Commissioner 1st Class...	Captain F. Phillips	700	0	0	1000	0	0
Ditto ... ditto ... 2nd do...	Lieut. St. C. Ford	700	0	0	800	0	0
Ditto ... ditto ... 3rd do.	Lieut. J. Currie	600	0	0	600	0	0
Ditto ... ditto ... 3rd do.	Captain L. Dunsterville	600	0	0	600	0	0
Assistant Commissioner 1st Class	Lieut. R. R. Wallace	500	0	0	400	0	0
Ditto ... ... ditto 1st do.	Mr. G. Wood	500	0	0	400	0	0
Ditto ... ... ditto 2nd do.	A. R. Macdonald, C. S.	350	0	0	300	0	0
Ditto ... ... ditto 2nd do.	Mr. W. T. Cole ...	500	0	0	300	0	0
Ditto ... ... ditto 3rd do.	Meer Ameer Bux ...	250	0	0	250	0	0
HYDRABAD.							
Commissioner	E. P. Down, C. S.	1500	0	0	2250	0	0
Deputy Commissioner 1st Class	Captain W. R. Lambert	700	0	0	1000	0	0
Ditto ... ditto ... 2nd do.	Captain R. Cowpar	700	0	0	800	0	0
Ditto ... ditto .. 3rd do.	Lieut. G. B. Tyrwhitt	600	0	0	600	0	0
Assistant Commissioner 1st Class	J. Elphinston, C. S.	500	0	0	400	0	0
Ditto ... ... ditto ... 1st do.	Mr. W. J. Surtees	500	0	0	400	0	0
Ditto ... ... ditto ... 2nd do.	Mr. W. Maher	500	0	0	300	0	0
Ditto ... ... ditto ... 3rd do.	Captain W Southey	500	0	0	250	0	0
Ditto ... ... ditto ... 3rd do.	Mr. F. Gibbons ...	400	0	0	250	0	0
JUDICIAL.							
Deputy Magistrate, Shikarpore	J. W. Stack, C. S. Acting... ...	700	0	0	700	0	0
Ditto ... ditto ... Hydrabad	J. L. Warden, C. S. Acting ...	700	0	0	700	0	0
Ditto ... ditto ... Kurrachee	Captain J. B. Dunsterville, W. M. Coghlan, C. S. Acting	700	0	0	700	0	0
CUSTOMS.							
Collector	Mr. P. M. Dalzell	500	0	0	750	0	0
POLICE.							
Commandant	Major E. C. Marston	800	0	0	1000	0	0
Captain of Police, Shikarpore	Captain J. H. Henderson... ..	700	0	0	700	0	0
Adjutant	Lieut. Gardyne	700	0	0	250	0	0
Captain of Police, Hydrabad	Lieut. E. C. Naylor	700	0	0	700	0	0
Adjutant	Lieut. Gillespie	250	0	0	250	0	0
Captain of Police, Kurrachee	Captain W. Pirie	700	0	0	700	0	0
Adjutant	Valant	250	0	0	250	0	0

(Signed) H. B. E. FRERE,
Commissioner in Scinde.

(True Copy)

M. J. SHAW STEWART,
Assistant Commissioner.

Appendix No. 140
Officers in Scinde.

No. II.

GENERAL gradation list of officers employed in Scinde.

Office.	Names.
Chief Commissioner	H. B. E. Frere, C. S.
Assistant	M. J. S. Stewart, C. S.
Judicial Assistant	J. Gibbs, C. S.
Uncovenanted Assistant	H Ingle.
Assistant Commissioner for Jagheers	Major F. J. Goldsmid, Madras Army.
Political Superintendent, North West Frontier ...	Brigadier-General John Jacob, C. B.
Assistant ditto ...	Major W. L. Merewether.
Commissioner of Shikarpore ...	Major T. R. Stewart, 8th N. I.
Commissioner of Hydrabad ...	E. P. Down, C. S.
DEPUTY COMMISSIONERS.	
1st Class	Captain W. R Lambert, 2nd Grenadiers.
	Captain F. Phillips, 1st Fusiliers.
2nd Class	Captain R. Cowpar, 1st Fusiliers.
	Lieutenant St. C. Ford, 14th N. I.
3rd Class	Lieutenant J. Currie, 15th N. I.
	Lieutenant L. Dunsterville, 28th N. I.
	Lieutenant G. B. Tyrwhitt, 5th N. I.
ASSISTANT COMMISSIONERS.	
1st Class	Lieutenant R. R. Wallace, 2nd Grenadiers.
	J. Elphinston, C. S.
	George Wood.
	W. J. Surtees.
2nd Class	A. R. Macdonald, C. S.
	W. S. Cole.
	W. Maher.
3rd Class	Captain W. Southey.
	F. Gibbons.
	Meer Ameer Bux.
JUDICIAL DEPUTY COMMISSIONERS	
Shikarpore	J. W. Stack, C. S. (Acting.)
Hydrabad	J L. Warden C. S. (Acting.)
Kurrachee	Captain J. B. Dunsterville.
	W. M. Coghlan, C. S. (Acting.)

(Signed) H. B. E. FRERE,
Commissioner in Scinde.

Appendix No. 140
Officers in Scinde

No. III.

STATEMENT showing the Districts to be assigned to each Officer, under the arrangements proposed in the Commissioner's letter to Government, No. 173, dated 5th May 1858.

District.	Appointment.	Name.	Present Pay.	Proposed Pay.	Charge	Pay of Native Establishment.		Revenue in 1856-57.	Remarks.
Shikarpore ...	Commissioner	Major T. R. Stuart ..	1500 0 0	2250 0 0	Shikarpore.				
	1st Class Assistant	Mr. G Wood ..	400 0 0	400 0 0	Treasury at ditto.				
Sukkur	1st Class Deputy Commissioner ..	Captain Phillips ..	700 0 0	1000 0 0	Shikarpore ..	809 0 0			
					Sukkur ...	398 8 0			
					Roree ..	740 0 0			
	1st Class Assistant Commissioner ..	Lieutenant R. R. Wallace ..	500 0 0	400 0 0	Ghotekee ...	568 0 0			
					Meerpoor ..	929 0 0			
					Cobowra ...	568 0 0			
							4012 8 0	493063	
Larkhana.. ..	2nd Class Deputy Commissioner ..	Lieutenant St. C. Ford ...	700 0 0	800 0 0	Nowshera ..	435 8 0			
					Larkhana ..	876 0 0			
	2nd Class Assistant Commissioner ...	Mr. A. R. Macdonald, C. S. ..	350 0 0	300 0 0	Nusserabad ..	440 8 0			
					Kumber ..	478 0 0			
					Ruttadera ..	630 8 0			
					Tigr ..	456 0 0			
							3316 8 0	611068	
Sehwan	3rd Class Deputy Commissioner ..	Lieutenant E. Currie ..	600 0 0	600 0 0	Baghban ..	568 0 0			
					Mehur ..	881 0 0			
					Johee ..	741 0 0			
	3rd Class Assistant Commissioner ..	Meer Ameer Bux ...	250 0 0	250 0 0	Sehwan ...	839 0 0			
					Majunda ..	337 0 0			
					Kotree ..	243 0 0			
							3703 0 0	500389	
Kurrachee ..	3rd Class Deputy Commissioner ..	Captain L. Dunstervile ..	600 0 0	600 0 0	Kurrachee ..	337 0 0			
					Sakra ..	582 0 0			
	3rd Class Assistant Commissioner ..	Mr. W. T. Cole ..	500 0 0	300 0 0	Gorabaree ..	576 0 0			
					Tatta, also Hill Districts and Kurrachee Treasury ..	576 0 0			
							1738 0 0	162043	
Hydrabad ..	Commissioner..	E. P. Down, C. S. ..	1500 0 0	2250 0 0	Hydrabad.				
	2nd Class Assistant Commissioner ..	Mr. W. J. Surtees ...	400 0 0	400 0 0	Ditto Treasury.				
					Hydrabad ..	382 0 0			
							382 0 0	74644	
Shahbunder ..	1st Class Deputy Commissioner ..	Captain W. B. Lambert ..	700 0 0	1000 0 0	Goonee ..	803 0 0			
					Buddeen ..	719 0 0			
					Bhaga ketanda ..	419 0 0			
					Mohbutdera ..	357 0 0			
	2nd Class Assistant Commissioner ..	Mr. W. Maher ..	500 0 0	350 0 0	Meerpoor Hattora ..	725 0 0			
					Shahbunder ..	680 0 0			
					Jathee ...	634 0 0			
							4327 0 0	553953	
Sahitter	2nd Class Deputy Commissioner ..	Captain R. Cowpar ..	700 0 0	800 0 0	Nowshera ..	918 0 0			
					Mora ..	438 0 0			
	1st Class Assistant Commissioner ..	Mr. J. Elphinston, C. S. ..	500 0 0	400 0 0	Sukurund ..	568 0 0			
					Halla ..	669 0 0			
					Shadadpoor ..	620 0 0			
							3213 0 0	768174	
Narra	3rd Class Deputy Commissioner ..	Lieutenant G. B. Tyrwhitte ..	600 0 0	600 0 0	Narra ..	659 0 0			
					Meerpoor .	541 0 0			
	3rd Class Assistant Commissioner ..	Mr. F. Gibbons ..	400 0 0	250 0 0	Oomercote ..	334 0 0			
					Alyar ..	380 0 0			
	3rd Class Assistant Commissioner ..	Captain W. Southey ..	500 0 0	250 0 0	Jooda ..	381 0 0			
					Mittee .. } Islamcote .. } Nuggur Parkur .. }	0 0 0			
							3100 0 0	289439	
North West Frontier ..	Political Superintendent	Brigadier-General J. Jacob, C. B.	500 0 0	500 0 0	Boordica ..	349 0 0			
	Assistant Ditto	Major W. L. Merewether ..	250 0 0	250 0 0	Kusurore ..	326 0 0			
					Jacobabad ..	176 0 0			
							851 0 0	63774	

H. B. E. FRERE,
Commissioner in Scinde.

No. IV.

PRESENT and Proposed Establishments for Commissioners, Deputy Commissioners, and Assistant Commissioners in the Province of Scinde, as per Commissioners' Letter No. 173 of the 5th May 1858.

Present.

		Pay.	Total.
	NATIVE ESTABLISHMENT.		
1	Dufterdar	300 0 0	
1	Head Moonshee	100 0 0	
1	Naib Dufterdar	80 0 0	
1	Moonshee	50 0 0	
2	Ditto ... each 40	80 0 0	
2	Ditto ... " 30	60 0 0	
2	Ditto ... " 25	50 0 0	
2	Ditto ... " 20	40 0 0	
4	Ditto ... " 15	60 0 0	
2	Ditto ... " 12	24 0 0	
2	Dufterdars, one 15, one 8	23 0 0	
	Native Magisterial Establishment	160 0 0	1027 0 0
	ENGLISH ESTABLISHMENT.		
1	Head Accountant	200 0 0	
1	Head Clerk	150 0 0	
1	Deputy Accountant	100 0 0	
1	Clerk	100 0 0	
2	Ditto ... each 60	120 0 0	
4	Ditto ... " 50	200 0 0	
1	Ditto	40 0 0	
3	Ditto ... each 30	90 0 0	
	Magisterial Establishment	110 0 0	1000 0 0
			110 0 0
	MISCELLANEOUS.		
1	Book Binder	15 0 0	
1	Jemadar	12 0 0	
2	Havildars ... each 9	18 0 0	
4	Naiks ... " 8	32 0 0	
36	Peons ... " 6	216 0 0	
1	Bheestie	8 0 0	
1	Sweeper	3 0 0	
	Contingent allowance including Judicial	165 0 0	469 0 0
	DEPUTY COLLECTOR'S ESTABLISHMENT.		
1	Head Moonshee	40 0 0	
1	Moonshee	25 0 0	
1	Ditto	15 0 0	
1	Ditto	10 0 0	
1	Dufterbund	10 0 0	
	Deputy Collectors of Sehwan and Shabunder as above	200 0 0	100 0 0
			200 0 0
	Total of Kurrachee Collectorate, Rupees	.....	2906 0 0
	ENGLISH ESTABLISHMENT.		
1	Head Accountant	200 0 0	
1	Head Clerk	150 0 0	
1	Deputy Accountant	120 0 0	
1	Clerk	100 0 0	
2	Clerks ... each 60	120 0 0	
4	Ditto ... " 50	200 0 0	
2	Ditto ... " 40	80 0 0	
1	Ditto ... " 30	30 0 0	
			1000 0 0
	Magisterial Establishment	.....	110 0 0
	Dufterdar and Native Establishment as at Kurrachee	.....	867 0 0
	Native Magisterial Establishment	.....	160 0 0
	MISCELLANEOUS.		
1	Book Binder	15 0 0	
1	Jemadar	12 0 0	
2	Havildars ... each 9	18 0 0	
5	Naiks ... " 7	35 0 0	
40	Peons ... " 6	240 0 0	
1	Bheestie	6 0 0	
1	Sweeper	3 0 0	
	Contingent allowance	165 0 0	494 0 0
	DEPUTY COLLECTOR'S ESTABLISHMENT at		
	Mahomed Khan's Tanda	100 0 0	
	Halla	100 0 0	
	Nowshera	100 0 0	
	Meerpoor	100 0 0	400 0 0
	Total of Hydrabad Collectorate	.....	3031 0 0
	ENGLISH ESTABLISHMENT.		
1	Head Accountant	200 0 0	
1	Head Clerk	150 0 0	
1	Deputy Accountant	120 0 0	
1	Clerk	75 0 0	
2	Ditto ... each 60	120 0 0	
1	Ditto	55 0 0	
5	Ditto ... each 50	250 0 0	
3	Ditto ... " 40	120 0 0	
	Magisterial Establishment	110 0 0	1200 0 0
	Native Establishment, same as in Hydrabad and Kurrachee	.....	867 0 0
	Miscellaneous Establishment, same as in Hydrabad	.....	494 0 0
	DEPUTY COLLECTOR'S ESTABLISHMENT at		
	Roree	100 0 0	
	Larkanna	100 0 0	
	Mehur	100 0 0	
	Sukkur	100 0 0	400 0 0
			2961 0 0
	ABSTRACT.		
	Kurrachee Collectorate	.....	2906 0 0
	Hydrabad	.....	3031 0 0
	Shikarpore	.....	2961 0 0
	Total	.....	8898 0 0

Proposed.

		Pay.	Total.
	FOR COMMISSIONER NATIVE ESTABLISHMENT.		
1	Dufterdar	300 0 0	
1	Sheristadar	125 0 0	
1	Naib Ditto	80 0 0	
1	Head Moonshee	100 0 0	
2	Moonshees ... each 60	120 0 0	
2	Ditto ... " 50	100 0 0	
2	Ditto ... " 40	80 0 0	
3	Ditto ... " 30	90 0 0	
3	Ditto ... " 25	75 0 0	
4	Ditto ... " 15	60 0 0	
4	Ditto ... " 12	48 0 0	
2	Dufterbunds ... " 12½	25 0 0	
			1203 0 0
	ENGLISH ESTABLISHMENT.		
1	Head Accountant	200 0 0	
1	Deputy Ditto	120 0 0	
1	Head Clerk	150 0 0	
1	Clerk	100 0 0	
2	Ditto ... each 75	150 0 0	
2	Ditto ... " 60	120 0 0	
2	Ditto ... " 50	100 0 0	
2	Ditto ... " 40	80 0 0	
			1020 0 0
	MISCELLANEOUS.		
1	Book-Binder	15 0 0	
1	Sweeper	5 0 0	
1	Chobdar	12 0 0	
1	Jemadar	15 0 0	
1	Havildar	10 0 0	
3	Peons ... each 8	24 0 0	
24	Peons ... " 6	144 0 0	
	Contingencies	125 0 0	
			350 0 0
	DEPUTY COMMISSIONER'S ESTABLISHMENT.		
1	Head Moonshee	60 0 0	
1	Moonshee	30 0 0	
1	Ditto	20 0 0	
2	Ditto ... each 15	30 0 0	
1	Ditto	12 0 0	
1	Ditto	10 0 0	
1	Havildar	10 0 0	
5	Peons ... each 6	30 0 0	
1	Clerk	70 0 0	
1	Ditto	40 0 0	
	Contingencies	25 0 0	
			337 0 0
	Seven Deputy Commissioners as above	.....	2359 0 0
	ASSISTANT COMMISSIONER'S ESTABLISHMENT.		
1	Head Moonshee	40 0 0	
1	Moonshee	25 0 0	
1	Ditto	12 0 0	
1	Ditto	10 0 0	
1	Naik	8 0 0	
4	Peons	24 0 0	
1	Clerk	50 0 0	
	Contingencies	15 0 0	
			184 0 0
	Seven Assistant Commissioners as above	.....	1288 0 0
	ABSTRACT.		
	Establishment of Commissioner, Shikarpore	.....	2.73 0 0
	Establishment of Commissioner, Hydrabad	.....	2573 0 0
7	Deputy Commissioners	.....	23.9 0 0
7	Assistant Commissioners	.....	12.8 0 0
	Grand Total	.....	8793 0 0
	Saving	.....	105 0 0
	Total	.....	8898 0 0

H. B. E. FRERE,
Commissioner in Scinde.

COLLECTOR OF KURRACHEE.

COLLECTOR OF HYDRABAD.

COLLECTOR OF SHIKARPOOR.

456.

Appendix No. 14.
Officers in Scinde.

MEMORANDUM of measures recommended for carrying out the orders of the Hon'ble Court, relative to the division of the province of Scinde into two Commissionerships, and the reconstruction of the establishments therein.

1. The Province of Scinde to be divided into two Commissioners' divisions, and one Political agency two Political agencies under the general control of the Chief Commissioner.

2. The Shikarpore division will comprise the whole of the present Shikarpore Collectorate, together with so much of the Kurrachee Collectorate as lies west of the Hujamree branch of the Indus. The head quarters to be at Shikarpore.

3. The Hydrabad division will include the whole of the present Hydrabad Collectorate, except the desert portion of Oomercote, the portion of the Kurrachee Collectorate east of the Hujamree, namely the Jat'ee and Shahbunder districts (which formerly belonged to Hydrabad) and the whole of the Thurr and Nuggur Parkur districts heretofore managed by the Assistant Political Agent at Kutch. The head quarters will be at Hydrabad.

4. The Political agency of the Thurr and Parkur, will include the whole of the Thurr and Nuggur Parkur districts formerly managed by the Assistant Political Agent at Kutch, with the head quarters at Oomercote

4 5. The Political agency on the North West Frontier will comprise the districts at present under the management of the Political Superintendent, with the head quarters at Jacobabad.

5 6 The Commissioner of Shikarpore will be assisted by four (six) Deputy Commissioners and five (seven) Assistant Commissioners, who will be distributed as follows One Deputy (Rs. 1,500,) and one Assistant (Rs 400,) for the Sukkur district—one Deputy (Rs. 800,) and one Assistant (Rs. 300,) the Larkhana district—one Deputy (Rs. 800,) and one Assistant Rs. 300 for the Roree district —one Deputy (Rs. 600,) and one Assistant (Rs. 250) for the Sehwan district—one Deputy (Rs. 1,000,) and one Assistant Rs. 400,) for the Kurrachee district—one Assistant Commissioner attached to the head quarter office in Shikarpore with charge of the Treasury (Rs. 400)—one Deputy Rs. 600, and one Assistant Rs. 300 for the Western Delta districts.

6 7. The Commissioner of Hydrabad will be assisted by three (four) Deputy Commissioners, and five (six) Assistant Commissioners, as follows One Deputy (Rs. 1,000,) and one (two) Assistants for the Sahittee districts (on Rs. 400 and Rs. 250 respectively—one Deputy (Rs. 600,) and two Assistants

(on Rs. 600 and Rs. 250 respectively,) for the Narra and Meerpore districts—one Deputy (Rs. 1,000,) and one Assistan (Rs. 300,) for the Shahbunder district—one Deputy Commissioner for Halla Rs. 800, one Assistant attached to the Commissioner with charge of the Treasury and the Hydrabad Talooka, (Rs 400.)

8. The Political Agent for the Thurr and Parkur districts (Rs. 300) will have one Assistant, (Rs. 300.)

7 9. The Political Agent North West Frontier will have one Assistant as at present for the management of the district within British territory, and one to be stationed at Kelat.

8 10. The enclosed statement No. 1 shows the manner in which the officers now in the province will be employed. No. 2 is a general gradation list, and No. 3 shows the districts which will be assigned to each officer.

H. B. E. FRERE,
Commissioner in Scinde.

Appendix A. No. 1.
Officers in Scinde.

PROPOSED Scale of salaries to Civil Officers in Scinde (accompaniment to Commissioner's letter No. of the to Mr. Ricketts, Commissioner for the revision of Civil salaries throughout India).

Designation.	Charge.	Salary.	Total.
Chief Commissioner ...	.....	4,333 5 4	
Assistant Commissioner ..	.....	1,400 0 0	
Judicial Commissioner (as a Judge to go on Circuit ...	.....	2,333 5 4	
Uncovenanted Assistant to Commissioner ...	.....	500 0 0	
Assistant Commissioner for Jagheers (temporary) ..	.....	700 0 0	
Political Supdt. on Frontier ...	Frontier districts ...	500 0 0	
Assistant ditto ..	Ditto ...	250 0 0	
			10,016 10 8
SHIKARPORE.			
Commissioner ..	.....	2,250 0 0	
Deputy Commissioner ...	Shikarpore ..	1,500 0 0	
Ditto ..	Kurrachee ...	1,000 0 0	
Ditto ..	Larkhana ..	800 0 0	
Ditto ..	Roree ...	800 0 0	
Ditto ..	Sehwan ..	600 0 0	
Ditto ..	Jerruck ...	600 0 0	
Assistant Commissioner ...	Treasury Shikarpore ...	400 0 0	
Ditto ..	Kurrachee ...	400 0 0	
Ditto ...	Shikarpore (Sukkur) ...	400 0 0	
Ditto ..	Larkanah (Mehur) ...	300 0 0	
Ditto ..	Hills and Railway ...	300 0 0	
Ditto ..	Roree ..	300 0 0	
Ditto ...	Sehwan ..	250 0 0	
			9,900 0 0
HYDRABAD.			
Commissioner ...	Hydrabad ..	2,250 0 0	
Deputy Commissioner ...	Nowshera ...	1,500 0 0	
Ditto ...	Mahomed Khan's Tanda ...	1,000 0 0	
Ditto ...	Halla ...	800 0 0	
Ditto ...	Meerpoor ...	600 0 0	
Assistant Commissioner ...	Treasury, Hydrabad .	400 0 0	
Ditto ...	Nowshera ..	400 0 0	
Ditto ..	Shahbunder ...	300 0 0	
Ditto ..	Meerpoor ...	300 0 0	
Ditto ...	Narra ..	250 0 0	
Ditto (Native) ..	Sahittee ..	250 0 0	
			8,050 0 0
THURR AND PARKUR.			
Political Agent ...	.....	800 0 0	
Assistant Agent ..	.....	800 0 0	
			1,100 0 0
JUDICIAL.			
Deputy Magistrate, Adawlut ..	Shikarpore ..	1,000 0 0	
Ditto ..	Hydrabad ...	800 0 0	
Ditto ..	Kurrachee ..	700 0 0	
			2,500 0 0
CUSTOMS.			
Collector of Customs ..	Kurrachee ..	750 0 0	
			750 0 0
		With increase of pay for length of service.	
POLICE.			
Superintendent of Police ..	In Scinde .	1,200 0 0	
Captain of Police ..	Kurrachee ..	800 0 0	
Adjutant ...	Ditto ...	450 0 0	
Captain of Police ...	Hydrabad ..	800 0 0	
Adjutant ..	Ditto ...	450 0 0	
Captain of Police ...	Shikarpore ...	800 0 0	
Adjutant ..	Ditto ..	450 0 0	
			4,950 0 0
	Total	... .	37,266 10 8

H. B. E. FRERE,
Commissioner in Scinde.

4/10

APPENDIX No. 141

Superintendents of Police, Moonsiffs, Tehsildars, &c., in Hyderabad.

No. 1275.

To

THE RESIDENT AT HYDERABAD.

Dated Ootacamund, the 12th October 1857.

SIR,

I HAVE the honor to acknowledge the receipt of your letter of the 30th ultimo, No. 1616.

It now appears that the statement furnished by your predecessor, on the 5th May 1856, was very incomplete. It shows neither Superintendents of Police, Moonsiffs, nor Tehsildars. I request that you will have the goodness to send me, as soon as possible, a supplementary statement, showing all those officers for each district, their powers, duties, &c., &c. In order to prevent further misunderstanding, I send a form with imaginary entries, showing exactly the nature of the information required.

Besides Moonsiffs and Tehsildars, I find mention of "Meer Adils," "Police Amildars," "Judicial Ameens," and "Ameens." If these are judicial or executive officers, they should be entered in the statement.

I have the honor to be, &c.,

H. RICKETTS,

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

G. A. SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO. 1, WESTON'S LANE, COSSITOLLAH.

402.

APPENDIX No. 142

Superintendents of Police, Moonsiffs, Tehsildars, &c., in Hyderabad.

No. 1754.

CIVIL DEPARTMENT.

To

H. RICKETTS, ESQUIRE,

Commissioner for the Revision of

Civil Salaries and Establishments throughout India.

Ootacamund, Hyderabad Residency, 26th October 1857.

SIR,

WITH reference to your letter No. 1275, dated the 12th instant, calling for further information regarding the establishments of the Hyderabad Assigned Districts, I have the honor herewith to forward copy of a communication, No. 2053, of the 23rd idem, from the Commissioner of those territories, stating that for the reasons assigned by him, it is now impossible to furnish the particulars required, but that he will shortly be enabled to supply the necessary information.

I have the honor to be,

SIR,

Your most obedient servant,

C. DAVIDSON,

Resident.

No. 2053.

FINANCIAL DEPARTMENT.

FROM

F. N. MALTBY, ESQUIRE,

Commissioner, Hyderabad Assigned Territories,

To

CAPTAIN A. R. THORNHILL,

First Assistant Resident, Hyderabad.

Dated Bolarum, the 23rd October 1857.

SIR,

I HAVE the honor to acknowledge your letter of the 19th instant, No. 1722, and to state that I find it almost impossible to afford the information which is requested by the Commissioner, and that at any rate it could only be prepared at a cost of labor which would seriously impede the duties of my office.

2. The establishments of these districts have long been in a state of transition. Mr. Bushby's schedule of 8th September 1854 was sanctioned by the Government, but only as a temporary measure. Since that time the exigencies of the police have required the addition of temporary establishments, which have been sanctioned by myself, under the authority vested in me by the Government. The courts of the Meer Adil and of the Moonsiffs have been abolished, and Tehsildars generally have been vested with judicial

powers for the decision of cases up to 300 Rupees; but as some of the Tehsildars were incompetent and underpaid, this power was not conferred upon all.

3. Now that the whole system is under revision, the Government have directed me to prepare schedules of stablishments at an expense not exceeding 10 or 11 per cent. on the land revenue, and including my own establishment and the Resident's civil establishment. To effect this, many Talooks must be reduced and the whole scale must be modified.

4. It appears then to me, that it would be useless for me to attempt to describe changes which have taken place in offices, many of which have been abolished or are about to be immediately abolished. I shall very shortly be able to send the Commissioner lists of the establishment as at present existing, showing those sanctioned by Government and those employed temporarily, as well as the establishments now submitted to the Government.

I have, &c.,

(Signed) F. N. MALTBY,

Commissioner, Hyderabad Assigned Territories.

(True Copy)

A. R. THORNHILL,

First Assistant Resident.

G. A. SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO. 1, WESTON'S LANE, COSSITOLLAH.

APPENDIX No. 143.

Saugor and Nerbudda Territories.

MEMORANDUM.

1. The task proposed to us by the Commissioner for the revision of salaries and establishments, is to consider and discuss a scheme for substituting the pure Punjab system, in lieu of the existing management of the Saugor and Nerbudda Territories, and of the Districts forming the Superintendency of Jaloun and Jhansi.

2. The avowed object of the scheme is to diminish expense, and to remedy the manifest anomalies of the existing system.

3. The defects of the present mode of administration having been granted, it seems unnecessary to enter into any great detail upon this subject. It is nevertheless desirable that we should notice a few of the weakest points of the existing system, by way of introduction to our own views, regarding the proposition before us, in which generally, we altogether concur. But we must first briefly allude to the state of affairs previous to the reform effected by Lord Ellenborough in 1843.

4. Up to that time, something akin to the Punjab system had existed in these Territories.

5. They were superintended by a single Officer, with the title of Commissioner and Agent to the Governor General, who combined in his person the powers of Political Agent, of a Commissioner of Revenue, a Superintendent of Police, a Sudder Dewanee Adawlut, and almost a Sudder Nizamut Adawlut.

6. When Districts were formed, and this was done very tardily, they were placed under charge of single Officers, who were expected, single handed, to perform the duties of Political Agents, of Collectors of Revenue, of Magistrates, and of Civil Judges.

7. Here the analogy ceases. The wise and comparatively liberal policy which has been pursued in the Punjab was altogether wanting in these Territories. The district Officers were almost totally unassisted. Various expedients were, from time to time, tried, but an efficient subordinate staff of Covenanted and Uncovenanted Officers was never granted, nor were the Native employés, Revenue and Police, either properly remunerated, or sufficiently strong in numbers.

8. The evils of an insufficient and underpaid Establishment were aggravated by a year or two of insurrection, and the administration fairly broke down.

9. Lord Ellenborough resolved to recast the whole system of administration in these Territories. He separated the Departments of Civil and Criminal justice from those of Revenue and Police. The latter, with our Political relations, continued with the Commissioner, while a Civil and Sessions Judge was appointed to superintend the administration of Civil and Criminal justice.

10. The foregoing remarks refer only to the eight Districts forming the Saugor and Nerbudda Territories proper. In process of time the Districts of Jaloun and Jhansi, Chundeyree and Hurda Hindia lapsed, or were ceded to the British Government, while the four petty states under the Superintendent of Nagode were also taken temporarily under British management.

11. Hurda Hindia has been incorporated with Hoshungabad, but there has been an addi-

tion of four Districts, including the Superintendency of Nagode as one, and these twelve Districts, comprising the enormous area of upwards of 40,000 square miles, are superintended as follows :—

12. One Commissioner controls the whole twelve in the Political, Revenue and Police Departments, but the Superintendent of Jhansi is invested with some of the functions of a Commissioner in the three remote Districts of Jaloun, Jhansi and Chundeyree.

13. The Superintendent has also the powers of a Civil and Sessions Judge in these three Districts.

14. A Civil and Sessions Judge superintends the administration of Civil and Criminal justice in the remaining nine Districts.

15. In the three Districts under the Superintendent of Jhansi, Civil justice has heretofore been dispensed by the Tahseeldars acting as Presidents of Pergunnah Courts.

16. Of the nine Districts under the Judge there is, in seven, a distinct staff of Judicial Officers for the cognizance of suits not connected with land, or the rent of land, which are still left to the District Officers. But in Hurda Hindia, which forms part of one of these Districts, there are Pergunnah Courts under the Tahseeldars. In the remaining two Districts, Civil matters are disposed of by Pergunnah Courts, presided over by Tahseeldars. It will be seen, therefore, that there is no uniform system either of Revenue or Judicial administration.

17. A sketch of the past history of Civil justice in the Saugor and Nerbudda Territories proper, has lately been published by Government. It shews that the litigation, which is marvellously simple, has been heretofore needlessly protracted, and excessively expensive.

18. The Government of the North Western Provinces, to which the superintendence of these Territories was transferred from the Government of India only three and a half years ago, forthwith resolved to introduce a very simple code of procedure, founded mainly on the Punjab System, and with a reduced schedule of costs. The new rules are now acted upon, but it is not possible that, with the existing Agency, either the despatch of business, or the lowness of costs should be attained, which already distinguish the Punjab tribunals.

19. Our Courts of first instance are altogether too few in number for the size and population of the Territories. There are only 15 Courts of primary venue in all, for a tract of country the size of Scotland. There are only three Courts for the primary cognizance of suits above Rupees 5,000 in value. One of these Courts has three Districts under it. There are only two appellate Courts for seven Districts. The control of the single Court of special appeal over Native Courts at a distance of 160 and 230 miles, is necessarily weak and desultory. But, above all, the Department of the execution of decrees, from the nature of the landed tenure, and the absence of Proprietary right in the Malgoozars and cultivators of the soil, is in a most unsatisfactory state. The available assets are almost naught. The evil is a crying one, and is now being brought pointedly to the notice of Government.

20. It is obvious that if every Tahseeldar was invested with Civil Judicial powers for the cognizance of small causes, we should have four, five, and six, instead of only one or two Courts as now in every District.

21. It is obvious too that by investing some of the present primary Courts, but under a different title, with appellate jurisdiction over the Tahseeldars in the smallest suits, but with primary cognizance of larger suits, and by constituting the chief district Officer a Court of special appeal for the smallest suits, and of common appeals for other suits, the convenience of the people will be greatly consulted, despatch of business and cheapness of costs insured, and the administration of Civil justice rendered far more vigorous and efficient than at present.

21½. As regards the execution of decrees against Malgoozars and cultivators, who too frequently are the defendants in Civil suits, it is obvious that the real interests of these classes will

be better attended to, and the ends of justice be at the same time better attained, if decrees are enforced by Officers cognizant of the wants and circumstances of a majority of judgement debtors.

22. We apprehend that in the same way, Revenue and Criminal business will be more efficiently performed by a multiplication of tribunals for its cognizance. If every Tahseeldar, according to his qualifications, is invested with Criminal powers, and if the present Civil tribunals, under a change of denomination, are invested with both Criminal and Revenue powers, we obtain a great increase in the number of Courts for the despatch of every description of business, the people will always find a Court comparatively near at hand for every grievance or dispute, which is not of a very serious and important nature; and the District Officer will have a sufficient staff to relieve him, not only almost entirely of details, but also in some measure of the duty of superintendence, leaving him, however, quite sufficient to do, to maintain a general controul and superintendence, and to attend to the numerous important subjects which must always devolve upon the Chief local Officer, in tracts of country far exceeding in size the average area of English counties.

23. The Revenue, Police and Criminal-Judicial Establishments of these Territories, which appear to have undergone little or no alteration since the introduction of our rule, when a very parsimonious policy prevailed, must, under any circumstances, be increased and better paid. The insufficiency of the salaries of the officers in charge of Districts is admitted on all sides, and they have for ten years been buoyed up with hopes which have not yet been realized.

24. With the view of remedying these evils, revised schedules of Establishments have already been submitted by the Commissioner to Government. The unusually large and expensive Revenue and Police Establishments in the recently acquired Districts of Jaloun and Jhansi, permit of considerable retrenchment.

25. It was proposed to devote the savings from them to putting the Establishments in the Saugor and Nerbudda Districts, and the salaries of the European officers in the whole Division, upon a better footing.

26. We have carefully considered those schedules, and find that the introduction of the pure Punjab system, as we understand it to be, will fully effect those objects, while it will probably not increase the actual expense to the state, and will, moreover, put an end to the anomalies and defects of the existing system of administration, and impart vigour and efficiency to every Department.

27. It is clear from what has been said, that there will not only be no violent change of system, but merely a better development of the existing system in some Districts, a recurrence, in others, to the former system; avoiding, however, the palpable errors and defects of that system.

28. We have every hope that the mode of administration which has been so successful in the Punjab, will, if carried out with a little more liberality in point of establishment, and with equal zeal, be as fruitful of good, and as beneficial in these Territories. For the necessary zeal we can vouch. It is for the Government to sanction the organization of such an agency as we are about to propose, and which we deem absolutely necessary for the purposes of efficient administration.

29. The insalubrity of the climate in many parts; the remoteness of these Territories from the Gangetic Valley, whence Omlah must for some time longer be obtained, until at any rate the schoolmaster has made himself felt in these parts; and the difficulty of getting good men to come so far, unless well remunerated, must be considered, should it in any case be thought that the salaries we have fixed are too high.

High salaries necessary.

30. We now proceed to consider the requisite agency.

31. We approve of the abolition of the Judgeship and of the Superintendency of Jaloun and Jhansi, and the appointment of one more Commissioner.

APPENDIX No. 143.

Saugor and Nerbudda Territories.

Division of Territories into two Commissionerships.

1st or Jubbulpore Division.	Jubbulpore. Hoshungabad. Nursingpore. Seonee. Baitool. Mundlah. Nagode.
2nd Division....	Jaloun. Jhansi Saugor. Dumoh. Chundeyree.

32. We cannot suggest a better division of the Territories into two Commissionerships than that proposed by Mr. Ricketts, and as shown in the margin.

33. We think it a question, however, whether the Second Division should be called after Saugor, and whether the Head Quarters should be at that place. Lullutpore, in Chundeyree, is obviously the most centrical position, but perhaps Jhansi has the greatest claim, and most recommendations for the residence of the Commissioner of the new Division. There is already a good cutcherry at the place, and the city is the largest and most important in these parts, and all the main roads converge to it. If Jhansi be fixed upon as the Sudder station of the Division, Dumoh will be remote from the residence of the new Commissioner, while it is within sixty miles of Jubbulpore. It is perhaps, therefore, worthy of consideration whether, in that case, Dumoh should not be attached to Jubbulpore; and Nagode, which otherwise we would leave with Jubbulpore, should not be made over to the new Division. The Area of the Jubbulpore Division must, under any circumstances, be much greater than that of the other; and although the Land Revenue is less, it must be borne in mind that the Nerbudda Districts are quite undeveloped, and capable of yielding a vast increase of Land Revenue, while Jaloun has attained its maximum of cultivation, and Jhansi is not far off.

Salaries of Commissioners.

34. We observe that it is proposed to give the Commissioners only Rupees 30,825 per annum, being at the rate of Rupees 2,568 per mensem; whereas the salary of a Commissioner in the Punjab is Rupees 33,000 per annum, or Rupees 2,750 per mensem. It is presumed that the latter amount will be allowed, and that the new arrangement will not affect the present incumbent at Jubbulpore.

Salaries of Deputy Commissioners and classification of Districts. 1st class.

35. With reference to the remarks regarding Jaloun, in connection with this subject, we would mention, that the large Tahseeldarree of Bhandere, with a Jumma of two lacs of Rupees, is about to be transferred to Jhansi, when the land Revenue of these two Districts will be nearly equal. We consider, therefore, that the Officers in charge of these Districts should receive equal salaries. We are, moreover, of opinion that Saugor and Jubbulpore should be classed with Jaloun and Jhansi, and that the salary attached to each of these four Districts should be Rupees 1,500 per mensem. Although the Land Revenue of Saugor, and of Jubbulpore, is at present much less than that of Jaloun and Jhansi, it must be remembered that the areas of the former are larger, their capabilities probably quite as great, and the business in all Departments heavier. The importance of Saugor and of Jubbulpore too, is increased by the presence of Military garrisons and large stations. We therefore recommend that they should be considered 1st class Districts.

2nd class Districts.

36. We concur in thinking that Hoshungabad, Nursingpore and Dumoh should form another class, to be called 2nd class Districts, with a salary of Rupees 1,200 per mensem each.

3rd class Districts.

37. The remaining four Districts, Chundeyree, Baitool, Seonee and Mundlah, would form the 3rd class, with a salary of Rupees 1,000 per mensem each. We do not think that an Officer in permanent charge of a District should receive less than Rupees 1,000 per mensem.

Assistant Commissioners and their salaries.

38. In lieu of the proposed classification of Assistants, and of the salaries to be paid to them, we think that there should be only three classes, as follows:—

4	First class	Assistants at	Rupees 650	per mensem each.
3	Second do.	do.	550	do
4	Third do.	do.	450	do.
Total 11				

APPENDIX No. 43.

Saugor and Nerbudda Territories.

39. This will be at the rate of one Covenanted Assistant to each District, though we propose that there should generally be a 1st class and a 3rd class Assistant attached to each of the four large Districts; and a 2nd class Assistant to every 2nd class District. It is not proposed to allow a Covenanted Assistant to 3rd class Districts, unless under special circumstances, at the discretion of the Commissioner, when he would have to remove an Assistant from one of the larger Districts.

40. We consider that Rupees 800 per mensem is an unnecessarily large allowance for an Assistant, as compared with the pay of Deputy Commissioners. Moreover, when it is borne in mind that one or two 1st class Assistants would generally be officiating as Deputy Commissioners in charge of Districts, and would be in the receipt of deputation allowance, we do not think that Rupees 650 per mensem will be an inadequate salary.

41. At present Assistants, on joining the Commission, receive Rupees 500 per mensem. We would make it only Rupees 450, with the understanding that the passing of the higher grade of examination should *at once* entitle an Assistant to promotion to the 2nd class.

The 2 Divisions should be maintained as one Commission.

42. And here we would express our opinion that the two Divisions should be considered but one Commission as regards the promotion of Officers and their availableness for either Division. The posting and transfer of Assistants might perhaps be left to the senior Commissioner, subject of course to the confirmation of Government. Unless some such arrangement is made, much inconvenience might result. Three of the 1st class Districts being in the proposed new Division, the chances of promotion in the higher grades will always be greater there. We think, in every respect, that the convenience of the public service, and the interests of the Officers concerned, will be best consulted by investing one Officer, and he should be the senior Commissioner, with the posting of Assistants, and with temporary arrangements untill the pleasure of Government can be obtained.

Uniformity of practice should be continued.

43. Further, we recommend that such measures should be concerted as will ensure a continuance of strict uniformity of practice in the administration of all Departments in both Divisions.

44. We have thus provided twenty two Covenanted District Officers, including Assistants, and we do not think that an efficient control, superintendence and moral influence can be maintained with a smaller number.

The Uncovenanted staff.

45. We now come to the Uncovenanted Staff. We could follow the Punjab plan in having three grades, but think that "Deputy Assistant" is a better nomenclature than "Extra Assistant." The term "Deputy" is already well understood by the inhabitants of these Territories, and as the duties proposed to be assigned to these Officers are essentially those of Deputies, we think the term much more appropriate than that of Extra Assistant, which, besides being harsh and difficult of pronunciation to natives, carries with it an idea of only temporary employment. We think that the following number, and of the grades, and with the salaries specified, are required.

7	1st	Class Deputy	Assistants at	Rupees	500	each.
8	2nd	Do.	do.	„	350	do.
7	3rd	Do.	do.	„	250	do.

46. This is at the rate of two to each District; but we propose attaching only one Deputy Assistant to the smallest Districts, two to the 2nd grade Districts, and three to the 1st Class Districts.

47. We should then have the following staff of superior Officers:—
In each 1st Class District, three Covenanted and three Uncovenanted.
In each 2nd Class District, two Covenanted and two Uncovenanted.
In each 3rd Class District, one Covenanted and one Uncovenanted.

48. Of course we contemplate the location of several of the Uncovenanted Assistants in the interior of Districts, as will be seen from Statement A.

49. The total number of Superior District Officers, Covenanted and Uncovenanted, will then be forty four, being three less than the number now permanently sanctioned.

50. The Officers temporarily employed for the settlement are not included. We consider that an entirely separate Agency should be employed for this operation.

51. At present, owing to the insufficiency of the permanent establishment, several Officers nominally appointed for settlement purposes have been employed, in addition, on the current District duties. After the introduction of the new system, no such irregularities will prevail. The District Officers should be required to state what additional Agency will be absolutely necessary for settlement operations, and such agency should be strictly employed on that specific duty.

52. We would further recommend that the Covenanted Officers who are charged with the superintendency of the settlement, or of operations preparatory to settlement, should, for the time being, be entirely relieved of all duty connected with the administration of their Districts.

53. The Deputy Commissioners who have been in charge of Districts, are obviouly best qualified to undertake the settlements; and we recommend the continuance of their employment for the purpose; but their whole time and attention should be devoted to that single duty, and the executive charge of Districts should be, for the time being, entrusted to other hands.

54. Government have fully recognized this principle, but owing to the paucity of Covenanted Officers, Deputy Commissioners have heretofore continued in charge of their Districts, while conducting the operations preparatory to settlement. We would wish to see such an obviously inconvenient arrangement cease with the introduction of the new regime.

55. The Officers who come next in order are Tahseeldars.

56. We propose to have three grades, as follows:—

7	1st Class	at Rupees	175	each.
12	2nd Do.	at „	150	do.
24	3rd Do.	at „	125	do.

57. The numbers to be attached to each District are shewn in the accompanying statement B.

58. We propose investing all these officers with Revenue, Police, Criminal, and Civil Judicial powers, according to their different capacities and qualifications. We have increased the number of Tahseeldars by one only, but believe we have made a better distribution of them. We have moreover given a very substantial increase of pay to these officers, upon whom must necessarily devolve a great proportion of business in every Department, and upon whom the welfare of the people and the good Government of a District so much depend. It has, at the same time, been our endeavour, in distributing business and assigning powers, to prevent the Tahseeldars from being overwhelmed with work, as appears to have been the case in the Punjab. It is with this view chiefly that we have given them jurisdiction up to Rupees 50 only in Civil suits.

59. There will thus be eighty seven officers, of various grades and powers, to dispense justice, and decide cases of every description in the eleven large districts which form these extensive Territories. Nagode, of course, is excluded from this calculation.

60. It will thus be seen that, without increasing the number of employés, but by making better use and distribution of them, the efficiency of the service and the convenience of the people have been consulted, and that at a less cost to the state than at present.

61. The schedules will shew that in almost every description of office we have formed grades upon the principle approved of by Government, and we are in hopes that, by the prospects of

promotion and of increase of salary thus held out, the inducement to exertion and good conduct will have its effect in every grade. We likewise hope and expect that the salaries proposed will cause and permit of a great infusion of fresh blood among the subordinate Omla, and the Mofussil Revenue and Police officers.

62. The generality of the present employés are very inferior men. They appear to be either very old men, who came down into these parts when the British Rule was first introduced; the degenerate offspring of such men; the offscouring of the North Western Districts, or men of these parts too much imbued with the leaven of the old Native Rule.

63. It would not, of course, be just, or politic, or possible, to get rid of all of these, but it will be necessary to pension several.

64. The inferior appointments need not be particularized. We would, however, briefly describe the duties proposed to be entrusted to the Koork Ameens. We would have one such Officer in each Tahseelee. He should be a Koork Ameen for all departments, and we would interdict, except on very extraordinary occasions, the employment of Chuprassees and Murkoorees on such duties; though, of course, the Ameens must be attended and assisted by these myrmidons. Orders should be issued direct to the Koork Ameen, who in case of doubt or difficulty, should be told to refer to his Tahseeldar, to whom he should be entirely subordinate. We anticipate great advantage from such an appointment.

Mode of absorbing the present Uncovenanted employés.

65. A separate statement, marked C, shews the names and salaries of the present Uncovenanted staff. The salaries range from Rupees 600 to Rupees 150 per mensem; but there is only one Officer, (the Principal Sudder Ameen of Jaloun,) who receives the first mentioned sum. We do not propose to give more than Rupees 500 per mensem; but, in his case, it would be necessary to make a personal allowance, and we think that after a certain number of years of service on the highest salary proposed, some additional personal allowance should, as a rule, be granted to deserving officers.

66. At least four of the officers now employed will probably have to be pensioned. Two or three, or perhaps more, of those who now receive the lowest salary, Rupees 150, might be made 1st class Tahseeldars on Rupees 175 per mensem each. The remainder should be absorbed in the new Uncovenanted staff as Deputy Assistants. If the scheme as now drawn out is approved and sanctioned, the two Commissioners had better perhaps meet and make their selections of Uncovenanted Officers.

67. As regards the powers to be assigned to the different Officers, we have framed a Table, marked D, shewing what, in our opinion, those powers should be. We think that in the Criminal Department, Deputy Commissioners of the 1st and 2nd class should be empowered to sentence to five, not seven years' imprisonment; but, in special cases, the powers might perhaps, with the sanction of Government, be extended to the longer term.

68. An accompanying statement, marked E, shews the number of persons annually committed in the Saugor and Nerbudda Territories (only) on charges of Burglary and Theft unattended with aggravating circumstances; Perjury, Adultery, Issuing counterfeit Coins &c. during the past three years; all which cases might very properly be left to the Deputy Commissioners of the 1st and 2d Class, to dispose of. The same statement also shews that by far the greater number of persons are sentenced to less than five years' imprisonment. We would require the Deputy Commissioners of the 1st and 2d Class, at the end of every month to submit their original decisions in English, in cases in which the sentence exceeded three years, to the Commissioner for his *perusal*, but not for his *confirmation*, unless he should think proper to call for the proceedings of any case; when he should be empowered to confirm, modify, or reverse the order, as he may deem necessary. We consider that the preparation of notes of trial with precis, would entail unnecessary trouble and take up too much of the time of District officers; while such notes

would at the same time afford but uncertain and unsatisfactory data to guide the superior Court, who should not be required to confirm an order without having the proceedings and evidence before him.

69. We would make the orders of Deputy Commissioners of the 1st and 2nd Class final; that is to say, not open to appeal, except as now, viz. when the sentence or order does not exceed the limitation prescribed in Sections VIII and IX, Regulation IX, 1793; but would extend their appellate authority over their subordinates to cases in which the sentence did not exceed the powers described in Regulation IX of 1807.

70. We do not think that Deputy Commissioners of the 3rd Class, who are rarely officers of any great experience, should be invested, as a general rule, with more than the ordinary powers of a Magistrate, either original or appellate.

71. The above is not much more than a bare outline of the system which we would wish to see introduced into these Territories.

72. We have had constant and unreserved communication upon the subject, and being fully convinced that what we have proposed will be for the good of the people and country, and to the credit and advantage of the state, we earnestly recommend an immediate modification of existing arrangements accordingly.

Financial results.

73. The abstract schedule of present and proposed Establishments shews, that whereas the present cost to the state is Rupees 1,05,073-12-2 per mensem, the proposed cost will be only 1,02,879-10-8, or a saving of Rupees 2,194-1-6 per mensem. We must, however, state that the present cost includes the Jail Establishments, which we have excluded from our calculations. These Establishments have heretofore been on a very insufficient and unsatisfactory footing.

74. The Jail Guards have been entirely supplied by the Regular District police; so that, in point of fact, the Jail Establishment has consisted of little more than an underpaid Darogah, a Mohurrir or two, a Native Doctor and a Blacksmith.

75. The Jails have now been put entirely under the supervision of the Inspector General of Prisons, North Western Provinces, who is organizing a proper Establishment for each district. The department is in a state of transition, and we have found it impossible to calculate the probable cost; whatever it may be, it must of course be added to our proposed charges, which will then somewhat exceed the present costs.

76. We submit, however, that the additional cost will be well worth the results which will have been obtained.

77. In lieu of the large and expensive Police and Revenue Establishments in Jaloun and Jhansi, with insufficient and underpaid European supervision, and no due provision for the administration of Civil justice, we propose an appropriate establishment adequate to every demand in every department, and superintended by a properly paid and sufficiently strong Covenanted and Uncovenanted Agency.

78. In the Saugor and Nerbudda Territories, we would give, what there has never yet been since our rule was introduced thirty eight years ago, viz., a fit and complete Native Establishment for every department, under the superintendence of duly paid superior Agency, Covenanted and Uncovenanted.

79. In point of fact, moreover, it is probable that the new system of management, and the revision of establishments as now proposed by us, will effect a considerable saving to the state. At present there are not only anomalies in administration, but there are all sorts of irregularities and anomalies in accounts. For instance, owing to the insufficiency of Police Establishments, in many districts villages are granted rent free for such services as guarding roads, destroying tigers, &c., &c.

APPENDIX No. 43.

Saugor and Nerbudda Territories.

80. We have proposed such a police establishment, and other arrangements are also contemplated, as will be adequate for all these demands, and these rent free villages will at once come on the rentrolls of their respective Districts.

81. Again, the Regular Civil Courts in these Territories were not furnished with suitable establishments. The expedient which was resorted to was to increase the Tulubana on processes, and from the Meeran or one fourth, which is usually the Nazir's perquisite, several Officers, including a Nazir, have been supplied to every Court.

82. The cost of this extra establishment for three years, is shewn in the statement marked F.

83. No extra establishment will, under the new system, be required; but the surplus, as well as the commission on sales, will be carried to the credit of Government.

84. Once more. In the districts in which Pergunnah Courts exist, there is a considerable loss to the state from the exaction of Institution fees, which are received by the Presidents of those Courts, in lieu of Institution *stamps*, which would be credited to Government. The fees are believed greatly to exceed the additional salary proposed to be paid to Tahseeldars, and there will, therefore, be some addition to the stamp Revenue, as Institution stamps will now be substituted for the fees heretofore taken.

85. Finally, we would earnestly deprecate any attempt to reduce the schedules which we have drawn up after full deliberation and discussion.

86. The Saugor and Nerbudda Territories proper have not heretofore been treated with a liberal policy. When we came into possession of these parts, we found them in a very depressed and impoverished state. Disease, famine and the sword had laid them waste. The two first causes still occasionally operate to retard their progress; but with one exception, to which we have already alluded, internal tranquillity has prevailed. Yet it must be admitted that very little has been effected, in nearly half a century, in developing the resources of the country, or improving the condition of the people.

87. We repeat that the great error has been the exercise of a parsimonious policy. Eight magnificent districts of considerably larger average area than the single district of Cawnpore, pay a less Land Revenue than that and several other Districts in the North Western Provinces.

88. It is certain that each of these eight districts might, and ought, to pay double, treble and quadruple the land Revenue which they now yield.

89. One of the first steps to bring about their regeneration is, to provide a strong and complete administration, Civil, Criminal and Fiscal.

90. The amalgamation of the rich and comparatively flourishing Districts of Jaloun and Jhansi, with these Territories, permits of the entertainment of an efficient and suitable Establishment without pressing in an unusual degree upon the total revenues.

91. It will not do to frame the Establishments of the Saugor and Nerbudda districts with reference to the land Revenue at present yielded by them. They may be compared to an impoverished estate, which, coming into the hands of a wise and liberal land-lord, demand, and will repay, a generous first outlay.

W. C. ERSKINE,
Commissioner.

A. A. ROBERTS,
Judge.

JUBBULPORE,
5th September, 1856.

474.

APPENDIX No. 143.

Saugor and Nerbudda Territories.

***STATEMENT K.** showing the proposed Grades and Salaries of the District Establishments in the Saugor and Nerbudda Territories.*

Districts.	Deputy Commissioner.			Assistant Commissioner.			Deputy Assistant Commissioner.			Tehsildars.			Naib Tehsildars.		Thanadars.		Police Establishments.												
	1st Class.	2nd Ditto.	3rd Ditto.	1st Ditto.	2nd Ditto.	3rd Ditto.	1st Ditto.	2nd Ditto.	3rd Ditto.	1st. Grade.	2nd Ditto.	3rd Ditto.	1st Ditto.	2nd Ditto.	1st Ditto.	2nd Ditto.	Kotwal.	Naib Kotwal.	Out-Post Jemadars.		Police Mohurrirs.		Thannah Jemadars.	Thannah Duffadars.	Naib Duffadars.	Musketeers.	Burkundauzes.	Duffadar of Sowars.	Sowars.
	1500	1200	1000	650	550	450	500	350	250	175	150	125	50	30	60	40	70	30	20	18	12	10	10	8	6	5	4	25	18
1. Jaloun ...	1	0	0	1	0	1	1	1	1	3	3	2	3	5	4	10	1	1	0	0	9	6	17	17	17	150	450	1	35
2. Jhansie ...	1	0	0	1	0	1	1	1	1	2	2	3	2	5	4	10	1	1	1	0	9	6	17	17	17	150	450	1	35
3. Saugor ...	1	0	0	1	0	1	1	1	1	1	2	2	1	4	3	6	1	1	6	0	6	5	13	17	17	125	450	1	30
4. Jubbulpore ...	1	0	0	1	0	1	1	1	1	1	1	2	1	3	3	5	1	1	0	0	5	4	11	11	11	100	400	1	25
5. Hoshungabad. ...	0	1	0	0	1	0	1	0	1	0	1	3	1	4	3	5	0	0	3	3	4	4	9	9	9	150	250	1	25
6. Nursingpore ...	0	1	0	0	1	0	1	0	1	0	1	2	1	2	2	4	0	0	1	1	3	3	7	7	6	100	200	1	15
7. Dumoh ...	0	1	0	0	1	0	1	0	1	0	1	1	1	1	2	4	0	0	1	1	3	3	7	7	6	60	160	1	15
8. Chundeyree ...	0	0	1	0	0	0	0	1	0	0	0	1	1	1	2	3	0	0	0	1	3	2	6	6	5	50	150	1	12
9. Baitool ...	0	0	1	0	0	0	0	1	0	0	0	2	1	1	2	3	0	0	1	1	3	2	6	6	5	60	200	1	12
10. Seonee ...	0	0	1	0	0	0	0	1	0	0	0	3	1	1	2	3	0	0	1	1	3	2	6	6	5	60	150	1	12
11. Mundla ...	0	0	1	0	0	0	0	1	0	0	1	2	1	2	2	2	0	0	1	1	2	2	5	5	4	30	100	1	10
Total ...	4	3	4	4	3	4	7	8	7	7	12	23	14	29	29	55	4	4	15	9	50	39	104	108	102	1035	2960	11	226

143

APPENDIX No. 143.

Saugor and Nerbudda Territories.

***STATEMENT K.** showing the proposed grades and salaries of the District Establishments in the Saugor and Nerbudda Territories.—(Continued.)*

Districts.	Tehseelee Establishment.												English Office.									
	Wasilbakeenavees.	Schanavees.	Tuhveeldars.	Kanoongoes.	Koork	Ameens.	Tehseelee	Mohurrirs.		Jemadars.	Chuprassees.	Mirdahs	1st Clerk.	2nd ditto.	3rd ditto.	4th ditto.	5th ditto.	6th ditto.	7th ditto.	8th ditto.	Dufturees.	
	15	15	15	25	20	15	15	12	10	6	4	4	150	80	60	50	40	30	25	20	8	6
1. Jaloun	8	8	8	8	3	5	3	8	6	14	420	25	1	1	1	1	1	1	1	0	1	0
2. Jhansie	7	7	7	7	2	5	2	7	4	11	350	20	1	1	1	1	1	1	1	0	1	0
3. Saugor	5	5	5	5	1	4	1	5	3	8	180	14	1	1	1	1	1	1	1	1	1	0
4. Jubbulpore	4	4	4	4	1	3	1	4	2	6	165	11	1	1	1	1	1	1	0	0	1	0
5. Hoshungabad	4	4	4	4	0	4	0	4	1	4	150	10	0	1	1	1	1	1	0	0	0	1
6. Nursingpore	3	3	3	3	0	3	0	3	1	3	120	7	0	1	0	1	0	1	0	1	0	1
7. Dumoh	2	2	2	2	0	2	0	2	1	2	80	5	0	1	0	1	0	1	0	1	0	1
8. Chundeyree	1	1	1	1	0	1	0	2	1	1	50	2	0	1	0	1	0	1	0	0	0	1
9. Baitool	2	2	2	2	0	2	0	2	1	2	80	4	0	1	0	1	0	1	0	0	0	1
10. Seonee	3	3	3	3	0	3	3	0	0	3	75	6	0	1	0	1	0	1	0	0	0	1
11. Mundla	3	3	3	3	0	2	0	3	0	3	50	6	0	1	0	1	0	1	0	0	0	1
Total ..	42	42	42	42	7	34	10	40	20	57	1720	110	4	11	5	11	5	11	3	3	4	7

APPENDIX No. 143.

Saugor and Nerbudda Territories.

***STATEMENT K.** showing the proposed grades and salaries of the District Establishments in the Saugor and Nerbudda Territories.—(Continued.)*

Districts.	Persian Office, Revenue Department.																															
	Sherishtadars.			Naib Sherishtadars.			Jumma Khurchnavees.			Roobkarnavees.		Nazirs.	Mahfizdufters.		Naibs.		Wasil Bakeenavees.			Sehanavees.		Perwanahnavees.		Rojnamchanavees.		Moburrirs.		Hurdeenavees.		Chuprasees.	Dufturees.
	100	80	70	50	40	30	30	20	15	25	20	20	30	20	20	15	25	20	15	20	15	20	15	20	15	12	10	15	10	4	6
1. Jaloun ...	1	0	0	1	0	0	1	0	1	1	0	1	1	0	1	0	1	0	1	1	0	1	0	1	1	1	1	1	0	12	1
2. Jhansie ...	1	0	0	1	0	0	1	0	1	1	0	1	1	0	1	0	1	0	1	1	0	1	0	1	1	1	1	1	0	12	1
3. Saugor ...	1	0	0	1	0	0	1	0	1	1	0	1	1	0	1	0	1	0	1	1	0	1	0	1	1	1	1	1	0	12	1
4. Jubbulpore ...	1	0	0	1	0	0	1	0	1	1	0	1	1	0	1	0	1	0	1	1	0	1	0	1	1	1	1	1	0	12	1
5. Hoshungabad ...	0	1	0	0	1	0	0	1	0	0	1	1	1	0	0	1	1	0	0	0	1	1	0	1	0	1	0	1	0	10	1
6. Nursingpore ...	0	1	0	0	1	0	0	1	0	0	1	1	1	0	0	1	1	0	0	0	1	1	0	0	1	1	0	1	0	10	1
7. Dumoh ...	0	1	0	0	1	0	0	1	0	0	1	1	1	0	0	1	1	0	0	0	1	1	0	0	1	1	0	1	0	10	1
8. Chundeyree ...	0	0	1	0	0	1	0	1	0	0	0	0	0	1	0	0	0	1	0	0	0	0	1	0	1	0	1	0	1	8	1
9. Baitool ...	0	0	1	1	0	0	0	1	0	0	0	0	0	1	0	0	0	1	0	0	0	0	1	0	1	0	1	0	1	8	1
10. Seonee ...	0	0	1	0	0	1	0	1	0	0	0	0	0	1	0	0	0	1	0	0	0	0	1	0	1	0	1	0	1	8	1
11. Mundla ...	0	0	1	0	0	1	0	1	0	0	0	0	0	1	0	0	0	1	0	0	0	0	1	0	1	0	1	0	1	8	1
Total ...	4	3	4	5	3	3	4	7	4	4	3	7	7	4	4	3	7	4	4	4	3	7	4	5	10	7	8	7	4	110	11

APPENDIX No. 143

Saugor and Nerbudda Territories.

STATEMENT K. showing the proposed grades andsalaries of the District Establishments in the Saugor and Nerbudda Territories.—Continued.

Districts.	Treasury.							Persian Office, Judicial and Criminal Department.																												
	Treasurers at.				Mohurrirs.		Purkhyas.	Sherishtadars.			Naib Sherishtadars.			Roobkarnavees.		Nazirs.		Record Keepers.		Naibs ditto.		Maskabarnavees.		Rojnamchanavees.		Izharnavees.		Perwanahnavees.		Dufturees.	Khullassees.	Furrashes.	Sweepers.	Jemadars.	Orderlies.	Chuprassees.
	100	80	50	30	20	15	10	100	80	70	50	40	30	25	20	30	20	30	20	15	0	25	15	20	15	15	12	20	15	6	5	4	4	10	5	4
1. Jaloun ...	1	0	0	0	1	0	1	1	0	0	1	0	0	1	1	1	0	1	0	2	0	1	1	1	1	1	2	1	1	1	1	1	1	1	6	12
2. Jhansie ...	1	0	0	0	1	0	1	1	0	0	1	0	0	1	1	1	0	1	0	2	0	1	1	1	1	1	2	1	1	1	1	1	1	1	6	12
3. Saugor ...	0	1	0	0	1	1	2	1	0	0	1	0	0	1	1	1	0	1	0	2	0	1	1	1	1	1	2	1	1	1	1	1	1	1	6	12
4. Jubbulpore ...	0	1	0	0	1	0	1	1	0	0	1	0	0	1	1	1	0	1	0	2	0	1	1	1	1	1	2	1	1	1	1	1	1	1	6	12
5. Hoshungabad	0	1	0	0	0	1	1	0	1	0	0	1	0	1	0	0	1	0	1	1	0	1	0	0	2	1	1	1	0	0	1	1	1	1	5	10
6. Nursingpore..	0	0	1	0	0	1	1	0	1	0	0	1	0	1	0	0	1	1	0	1	0	1	0	0	2	1	1	1	0	0	1	1	1	1	5	10
7. Dumoh ...	0	0	1	0	0	1	1	0	1	0	0	1	0	1	0	0	1	1	0	1	0	1	0	0	2	1	1	1	0	0	1	1	1	1	5	10
8. Chundeyree..	0	0	0	1	0	0	0	0	0	1	0	0	1	0	1	0	1	0	1	0	0	0	1	0	1	0	1	0	1	0	1	1	1	1	4	8
9. Baitool ...	0	0	0	1	0	0	0	0	0	1	0	0	1	0	1	0	1	0	1	0	0	0	1	0	1	1	0	0	1	0	1	1	1	1	4	8
10. Seonee ...	0	0	0	1	0	0	0	0	0	1	0	0	1	0	1	0	1	0	1	0	0	0	1	0	1	0	1	0	1	0	1	1	1	1	4	8
11. Mundla ...	0	0	0	1	0	0	0	0	0	1	0	0	1	0	1	0	1	0	1	0	0	0	1	0	1	0	1	0	1	0	1	1	1	1	4	8
Total ...	2	3	2	4	4	4	8	4	3	4	4	3	4	7	8	4	7	6	5	11	0	7	8	4	14	8	14	7	8	4	11	11	11	11	55	110

APPENDIX No. 143.

Saugor and Nerbudda Territories.

STATEMENT K. showing the proposed grades and salaries of the District Establishments in the Saugor and Nerbudda Territories.—(Concluded.)

Districts.	Deputy Assistant's Establishment.						Stationery.					
	Peshkars.		Izharnavees.		Perwanahnavees.	Mohurrirs.		Assistant Surgeons.		Sub-Assistant Surgeons.		Native Doctors.
	25	20	15	12	12	10	Rs.	350	100	200	100	25
1. Jaloun	1	1	1	1	2	3	180	0	0	1	0	2
2. Jhansie	1	1	1	1	2	3	167	0	1	0	0	2
3. Saugor	1	1	1	1	2	3	127	0	1	0	0	2
4. Jubbulpore	1	1	1	1	2	3	96	1	0	0	0	2
5. Hoshungabad...	1	1	1	1	2	3	114	0	1	0	0	2
6. Nursingpore	0	1	0	1	1	1	73	0	1	0	0	1
7. Dumoh	0	1	0	1	1	1	58	0	0	0	1	1
8. Chundeyree	0	0	0	0	0	0	39	0	1	0	0	0
9. Baitool	0	0	0	0	0	0	54	0	1	0	0	0
10. Seonee...	0	0	0	0	0	0	69	0	1	0	0	0
11. Mundla	0	0	0	0	0	0	69	0	0	0	1	2
Total ...	5	7	5	7	12	17	1,046	1	7	1	2	14

(Signed) W. C. ERSKINE,
Commissioner.

A. A. ROBERTS,
Judge.

JUBBULPORE,
The 5th September 1856

G. A. SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO. 1, WESTON'S LANE, COSSITOLLAH.

144.

481.

APPENDIX No. 143.

Saugor and Nerbudda Territories.

ABSTRACT and Comparative Schedule No. 14, of present and proposed Establishments for the Saugor and Nerbudda Territories, including Jaloun, &c.

Districts and Establishments.	Present cost monthly.	Proposed cost monthly.	Increase.	Decrease.	Remarks.
	Rs. As. P.	Rs. As. P.	Rs. As. P.	Rs. As. P.	
1. Commissioner 1st or Jubbulpore Division and establishment ...	4,843 10 8	5,104 10 8	261 0 0	0 0 0	
2. Ditto 2nd Division ditto ...	0 0 0	4,688 0 0	4,688 0 0	0 0 0	
3. Judge and his establishment	3,662 10 8	0 0 0	0 0 0	3,662 10 8	
4. Superintendent at Jhansie and establishment	2,353 0 0	0 0 0	0 0 0	2,353 0 0	
5. Jaloun, exclusive of Dewanee fees and Moonsiffs for Regulation Pergunnahs in present cost	20,364 2 10	14,672 0 0	0 0 0	5,692 2 10	The present cost is more—*Vide* No. 17. The Dewanee establishments for the Regulation Pergunnahs cannot be ascertained.
6. Jhansie Principal Sudder Ameen and his establishment, but exclusive of Dewanee fees in present cost	17,527 8 0	13,874 0 0	0 0 0	3,653 8 0	The present cost is more—*Vide* No. 17.
7. Saugor, including Dewanee	10,100 8 0	12,112 0 0	2,011 8 0	0 0 0	The present cost is more, as certain chiefs are allowed remissions for keeping up police to guard passes, &c.
8. Jubbulpore ditto	9,442 0 0	11,189 0 0	1,747 0 0	0 0 0	Ditto ditto ditto ditto.
9. Hoshungabad ditto, but exclusive of Hurda Dewanee fees in present cost	10,093 8 0	8,809 0 0	0 0 0	1,284 8 0	The Hurda Dewanee fees and tulubanahs will, in future, go to Government. The present cost is more, as the Hurda Dewanee establishment is paid from fees.
10. Nursingpore, including Dewanee	7,135 0 0	7,264 0 0	129 0 0	0 0 0	
11. Dumoh ditto	3,882 0 0	6,463 0 0	2,581 0 0	0 0 0	
12. Seonee ditto	3,840 0 0	4,995 0 0	1,155 0 0	0 0 0	
13. Baitool ditto	3,840 0 0	4,958 0 0	1,118 0 0	0 0 0	
14. Mundla ditto, but exclusive of Dewanee fees in present cost	2,535 0 0	4,445 0 0	1,910 0 0	0 0 0	The present cost is more, as Dewanee establishment is paid from fees which will go to the Treasury in future.
15. Chundeyree, exclusive of Dawanee fees in present cost	3,200 0 0	4,306 0 0	1,106 0 0	0 0 0	The present cost is more—*Vide* No. 17.
16. Average cost of extra Dewanee establishments of the Saugor and Nerbudda Territories entertained from Meeran, for three years	504 12 0	0 0 0	0 0 0	504 12 0	The establishments allowed by Government being quite insufficient, it was found necessary to entertain extra establishments, and to pay for stationery, office rent, &c., from the Meeran Fund. There will be no such irregularity in future. Whatever surplus Meeran there is, will, in future, be credited to Government, and so will the commission on sale, as we have provided an ample establishment.
17. Estimated costs of Jaloun, Jhansie, and Chundeyree establishments at present paid by Dewanee fees. The loss to Government is much more, but the cost is only put down for at what the seven Moonsiffs proposed in 1855 would have been in addition to fixed establishment	1,750 0 0	0 0 0	0 0 0	1,750 0 0	No Dewanee establishments having been provided, the officers performing civil duties have been allowed to receive the institution fees. These are believed to exceed the sum here mentioned, as we have included the necessary Dewanee establishment. The whole of the institution fees or stamp duty, when stamps are introduced, will be credited to Government.
Total Rupees ...	1,05,073 12 2	1,02,879 10 8	16,706 8 0	18,900 9 6	

(Signed) W. C. ERSKINE,
Commissioner.

(Signed) A. A. ROBERTS,
Judge.

JUBBULPORE,
The 5th September 1856.

G. A. SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO. 1, WESTON'S LANE, COSSITOLLAH.

482

APPENDIX No. 144

Saugor and Nerbudda Territories.

No. 569. Agra Jail 14 October 1856.

To

The Secretary to the Government, North Western Provinces.

SIR,

I have the honor to submit, for the information and approval of the Honorable the Lieutenant Governor, a further portion of my proposed report connected with the Saugor and Nerbudda Territories.

It embraces a proposal to introduce the Punjab system of administration. The Commissioner and the Judge cordially approve the scheme; indeed the suggestion originally came from Mr. Roberts. It seems needless to repeat the details of the plan in this place, for they are related at length in the note drawn up by the Commissioner and the Judge, which is appended, and in my report.

I trust the proposed reform will meet the Lieutenant Governor's approval. The inquiries have been made with his Honor's cognizance and demi-official sanction; the most complete information on all parts of the subject will be found in the statements which the Judge and the Commissioner have submitted.

There are many subjects connected with this scheme which are so remote from the legitimate objects of my mission, that I have left them untouched. The Commissioner and the Judge have, in their note, made mention of them; and they will, of course, be settled under the orders of the Lieutenant Governor, should the new system of administration be approved. They are—

1. The promotion of Assistants to the increased allowance of Rupees 500, immediately on passing the highest grade of examination. (Paragraph 41 of note.)
2. Officers to be considered available for service in either Division. (Paragraph 42 of note.)
3. The allotment of Assistants to each District. (Paragraph 48 of note.)
4. The assistance required for settlement duties. (Paragraph 51 of note.)
5. The relief of District Officers employed on settlements, from the executive charge of their Districts. (Paragraph 53 of note.)
6. The duties to be performed by the Koork Ameens. (Paragraph 54 of note.)
7. The grant of personal allowance to deserving officers after a certain number of years' good service. (Paragraph 65 of note.)
8. The selection of their officers by the two Commissioners. (Paragraph 66 of note.)
9. The proposal to suspend the regulations in the pergunnahs Kooch and Calpee, forming part of the Jaloun District, and to remove them altogether from the jurisdiction of Banda to Jaloun. (Jaloun Statement.)
10. The stations for the Assistants in the interior; the abolition of some Tahseels; the establishment of new Tahseels. (The District Statements.)

Papers are submitted, as by list annexed.

I cannot close this despatch without recommending to the favorable notice of the Lieutenant Governor, the conduct of Major Erskine and Mr. Roberts in connexion with this matter. Possibly the Lieutenant Governor may not approve of all their suggestions; but the public spirit they have shewn, and the cordial co-operation they have afforded, deserve the highest commendation. There was no questioning as to the quarter from whence suggestions for alterations come. Opportunity for doing good presented itself, and they forthwith heartily set to work to do it. The Lieutenant Governor, on a view of their statements and memorandum, will be able to form his own estimate of the manner in which they have executed the task they undertook, with such cheerful devotion to the public interests.

I request the return of all the papers when done with.

I have &c.
J. H. Ricketts.
Cor. 2 &c.

484

APPENDIX No. 145

Saugor and Nerbudda Territories.

No. 2052 *A of* 1856.

From

C. B. THORNHILL, Esquire,
Officiating Secretary to Government, North Western Provinces.

To

Major W. C. ERSKINE,
Commissioner of
Saugor and Nerbudda Territories.

Dated Head Quarters, Nynee Tal, *the* 30*th October* 1856.

JUDICIAL DEPARTMENT.

Sir,

The Commissioner for the revision of Civil Salaries and Establishments has submitted to the Lieutenant Governor proposals for the reorganization of the administration of the Saugor and Nerbudda Territories, based upon a Joint memorandum prepared by yourself and Mr. A. Roberts the Judge.

2nd. The Lieutenant Governor desires me to inform you that the principle of dividing those extensive Territories into two separate Commissioner's charges, to be administered in accordance with the system in force in the Punjab, has his full approval and concurrence; but he observes that, very recently, a revised scale of establishment prepared by yourself, and submitted with some very slight modifications with the recommendation of this Government, has been experimentally sanctioned for one year by the Governor General in Council, and this scale differs very materially from that which you have now suggested.

3rd. Before, therefore, an opinion can be formed upon the scheme now under consideration, it is necessary that the Lieutenant Governor should be fully in possession of the reasons which have led to the change which has apparently taken place in your view of the requirements of the Division.

4th. You are, therefore, requested to favor the Lieutenant Governor with a statement comparing the schedules formerly proposed by you, with those now furnished to Mr. Ricketts, with such explanation of the causes of difference as you may think necessary.

5th. As an example of the points upon which such explanation is desirable, the reduction of fifty in the number of musketeers, and of five in the number of Sowars, now considered necessary for the Jaloun District, may be instanced, together with the omission observable in all the schedules of any provision for a Jail establishment.

Head Quarters,
Nynee Tal,
The 30*th October* 1856.

I have, &c.
(Signed) C. B. THORNHILL,
Officiating Secretary to Government,
North Western Provinces.

No. 2053 *A of* 1856.

JUDICIAL DEPARTMENT.

The 30*th October* 1856.

Order,

Ordered that a copy of the above be sent to the Commissioner for revision of salaries, &c., in reply to his No. 569 of the 14th October.

C. B. THORNHILL,
Officiating Secretary to Government,
North Western Provinces.

486.

Appendix No. 146.
Resident at Travancore.

POLITICAL DEPARTMENT.

No. 1014.

To

H. RICKETTS, ESQ.,

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

SIR,

The Right Honorable the Governor in Council has had under his consideration your report on the subject of the duties and emoluments of the Resident of Travancore and Cochin in which you recommend that the Salary be reduced from Rupees 33,600 to Rupees 25,000 per Annum or from Rupees 2,800 to Rupees 2,083-5-4 per mensem, observing that the Office does not appear more laborious or responsible than the Political Agency of Neemuch or Nimar to which that Salary has been allotted.

2. His Lordship in Council has no means of knowing what may be the duties and responsibilities of the Neemuch and Nimar Political Agencies; but he observes that you admit that the Resident of Travancore and Cochin exercises a much more minute interference in the affairs of those States than any Political Agent with whom you are acquainted, and considering the size of the Travancore Territory and the urgent need there is of a good and highly efficient Officer there to advise the Rajah and assist him in initiating and carrying out the reforms so much required in every branch of the Administration, he would much regret any reduction of the present Allowances of the Resident. He thinks it moreover very advisable that the very few of these well paid appointments in this Presidency, which remain as rewards for good Service, should be kept up on the present scale of Allowances attached to them.

FORT SAINT GEORGE,
The 3rd December 1857.

I have the honor to be,

Sir,

Your most obedient Servant,

(Signed) T. PYCROFT,
Chief Secretary.

Exd. J. A. Wilson.

488.

APPENDIX No. 149

Officers of the Province of Pegu.

No. 225 A.

GENERAL DEPARTMENT.

FROM

CAPTAIN HENRY HOPKINSON,

Commissioner of Pegu and Agent to the Governor-General,

TO

H. RICKETTS, ESQUIRE,

Commissioner for the Revision of

Civil Salaries and Establishments throughout India.

Rangoon, 25th November 1857.

SIR,

I HAVE the honor, in reply to the concluding paragraph of your letter to my address, No. 1196, of the 19th August 1857, to return herewith the draft of your proposed Report on the salaries of the officers composing the Commission of Pegu, accompanied by my remarks thereon. I am sorry to say they are but desultory and superficial, occasionally also crude, and such as, perhaps, I might not adhere to on maturer consideration ; but I have not the full information, nor the leisure, to acquire it, which would enable me to treat the subject as I could wish.

2. I will take your paragraphs *seriatim.*

3. In *limine* you will not be surprised to find me recurring to an old objection to the soundness of any deductions, founded on a few isolated points of comparison between these Burmese Provinces and India. In this respect I always find British Burmah, under which name I include Tenasserim and Arracan, in the same difficulty as the British Colonies, when, in days gone by, the Colonial Minister decided on every point regarding them with reference to an English standard. For instance, it scarcely holds to say that, were the area of Pegu less, one Magistrate and Collector, with the ordinary establishment of Assistants, might manage the whole. Assuming the area reduced, what Magistrate and Collector would have to supervise and control an expenditure in the Department of Public Works greater than that of the Punjab, or to watch over a Port like that of Rangoon, and an Import and Export trade aggregating upwards of two millions of pounds sterling ; or to regulate to a considerable extent the employment and distribution of some fifteen Regiments of Infantry, besides Horse and Foot Artillery, or to look after a Department of Marine, Dock-yards, a Steam-flotilla, and a Forest Department? The population is certainly small, but it is much larger than the returns show it to be, assuredly not under a million. As to the revenue, the land tax to which you refer happens to be but a small portion of it. You only give Rupees 13,52,448, but from all sources, during the year 1856-57, the demand was Rupees 34,90,148.

4. In regard to the amount of business devolving on the Commissioner of Pegu, to estimate it properly, there would require to be taken into calculation the circumstances under which it is performed as well as its amount. I have a strong impression that, from defective establishments and the like, the preparation of a hundred letters costs Major Phayre, on the average, a greater amount of trouble than a thousand do the Commissioner of the Punjab.

a

5. As to the incorporation of the Tenasserim Provinces with Pegu, I should say that the merits of any such measure must depend chiefly upon the manner in which it is carried out. Supposing an officer were appointed to the charge of the united Provinces of Pegu, Tenasserim and Arracan, with powers at least equal to those exercised by the Chief Commissioner of the Punjab, or the Lieutenant-Governor of the North-West Provinces, I am not prepared to say that the change might not be found to work beneficially. It would relieve the Supreme Government of a multitude of details and references, the importance of which, I think, cannot be commensurate with the attention their disposal requires. And again, it would free the Government of Bengal from having to look after a Division which, with all respect I must say, it appears to me scarcely possible that it should ever thoroughly understand. Finally, such a change would probably tend to important judicial and revenue reforms and to great improvements in the general system of administration, but it would be costly. Each Province must still retain its Commissioner, and though, in the case of Tenasserim and Pegu, the salaries of the Commissioners were reduced in proportion to their altered powers, and a very considerable reduction might be made, still the saving would not cover the salary of the Chief Commissioner and his establishment. In the event of such an union, I should also think it necessary to propose the establishment of a Recorder's Court on the footing of the Queen's Court in the Straits.

6. But any less ample scheme than this, any mere amalgamation of Tenasserim with Pegu under one Commissioner, having no larger powers than the Commissioner of Pegu now exercises, would I think be found, in its working, most unsatisfactory. I adopt and entirely agree in all Sir Archibald Bogle says on the subject; I grant that Rupees 42,000 a year is an extravagant remuneration for the Maulmain Commissionership; but still I would urge—keep a Commissioner there, even if he receive no more than half that sum; do not leave the Tenasserim Provinces without a resident officer exercising the full powers of a Civil and Sessions Judge, and those of a Commissioner of Revenue, as under the Board of Revenue, in a Regulation Province. A Deputy Commissioner, moreover, is not an adequate representative of Government in front of the large commercial and shipping interests of Maulmain, and the change would be distasteful in the last degree to both the European and Native community, which, I firmly believe, would unite in doing their best to make it impracticable; and though they might not succeed in this, and though I would never allow mere vulgar clamour to interfere with the carrying out of a really beneficial measure, I have so much deference for public opinion, that I would not affront it in the case of a population of some 50,000 souls, informed by European capital and intelligence, without some more sufficient *quid pro quo* than the measure here under consideration promises. Indeed, in a fiscal point of view, I consider that the effect on the revenues of the Tenasserim Provinces, between having and not having a local Commissioner, would more than cover any salary I would allow him.

7. I am of opinion, however, that the existing jurisdiction of the Commissioner of Pegu should be altered. The left bank of the Sitang, and much more all the right, should follow the jurisdiction of Toungoo, and as that, for obvious political reasons, must remain with the Commissioner of Pegu, Kyouk Kyee, Shooaygyeng, all the tract on the right bank of the Yoonzaleng and Sitang should be transferred to the same authority. Unless when he chooses such a route as that which nearly cost Major Phayre his life this year, the Commissioner of Pegu must pass by all the places I have named when he goes to Toungoo. While they are altogether out of the beat of the Commissioner of the Tenasserim Provinces, they are all somewhat nearer to and more accessible from Rangoon. The Garrision at Toungoo is relieved by Troops from Rangoon marching *viâ* Sitang and Shooaygyeng; their Commissariat follows the same route, so does the Electric Telegraph from Rangoon. Forest operations on the left bank of the Sitang should also be under the Superintendent of Forests in

Pegu, because, in the first place, they would be then put under the supervision of the Toungoo Forest Establishment instead of practically being, as they now are, under no sort of supervision at all, and because, in the next place, the produce of the Sitang Forests can very much more easily find its way to Rangoon than it can to Maulmain. In short, viewed under every aspect, Military, Political, or General, the transfer of the Sitang valley to Pegu seems a desirable arrangement. The District of Martaban Proper and the left bank of the Salween would be then all that would remain with the Tenasserim Provinces, and I beg you to understand that, in any remarks which may follow on the salary or position of the Commissioner there, I assume this new territorial alteration to have been carried out.

8. On the other side of Pegu again, all that strip of territory intervening between the Yomadoung range on the West, from Kingtally, in the Sandoway District, down as far as Chema or Tshengma on the Coast, should revert to Arracan. Why it was ever taken from that Province, I do not know. I believe that the transfer was made under some misapprehension, and, in the beginning of 1853, very shortly after it had been effected, when attending Lord Dalhousie on his visiting Arracan, I concluded from His Lordship's observations, that it would be annulled. When this tract belonged to Arracan, the District Officer at Sandoway saw some portion of it every year, but it has never been visited since its cession to Pegu.

9. I am not certain whether I am expected to offer any opinion on your proposal to reduce the salary of this Commissionership. I believe myself that, with few exceptions, all civil salaries throughout all India might be reduced ; but comparatively with other Commissionerships, except those of Tenasserim and Arracan, I have had no opportunity of judging whether Pegu is a better or worse-paid appointment. I should think it hardly decent, however, to make the salary of the Commissioner and Governor-General's Agent of Pegu a thousand rupees less than—or even to place it on the same level with—the allowances of the seven Commissioners ranking after the Judicial and Financial, and subordinate to the Chief Commissioner of the Punjab. Surely their position and responsibilities cannot be put in comparison with those of the Commissioner of Pegu.

10. In estimating responsibilities, however, there is one I think which should not be lost sight of—I mean that which arises from the much more prominent position an officer fills who is at the head of the administration of a maritime province, where there are considerable commercial settlements of his own countrymen, and a large foreign trade, than one who has a charge away back in the interior. A child has not gone very far in his first lessons of Geography before he learns about Rangoon ; but even in the Sister Presidencies, there are many officers who would be puzzled to say where Hazareebagh was. The Commissioner of Pegu stands forth as the representative of his Government to the whole world—there is not a newspaper published in Europe in which he possibly might not find his acts commented upon. The Commissioner of Chota Nagpore, on the other hand, represents his Government to the natives of his Division only, and he must do something very extraordinary indeed to do anything that will be known beyond the Bengal Secretariat.

11. Without, however, gainsaying your proposition, that Rupees 32,000 might suffice for the Commissionership of Pegu, though I do not think Rupees 36,000 too much, I would suggest that it would be a far better arrangement to allow him Rupees 30,000 only, but an official residence. At Rangoon, Maulmain, and Akyab, but more especially at Rangoon, the Commissioner should be always lodged in a Government House, with ample accommodation and suitable reception rooms. The necessity arises from those peculiarities of his position which I have glanced at in the preceding paragraph. For instance, the Captain of a French or

American Frigate should not have to hunt out the Governor-General's Agent all over the Station and at last run him to earth in perhaps a three-roomed bungalow.

12. I have always been surprised to observe that it should be so often sought to regulate arrangements in the Commissionerships on the Eastern side of the Bay of Bengal so exclusively by what is done in the Punjab, or in Assam, or in Chota Nagpore, or in other Mofussil Commissions; while the obvious relation, which in many respects they bear to a subordinate Colonial Government, to the Government of the Straits' Settlements for example, is never by any chance taken into account. Yet, to go no further, the Commissioner and Governor-General's Agent for Pegu is, and must every year more and more become also, the Governor of a Colony or Settlement; and if this double character be overlooked, no adequate idea can be formed of his functions and responsibilities.

13. Upon one occasion, however, I must say the Governorship of the Straits was thought of, and that was when the salary of the Commissioner of the Tenasserim Provinces was originally fixed, and when, I believe, it was supposed the latter would become the rival of Singapore both in commercial and political importance. However, if this illusion ever did obtain, it has been long since dissipated; and while, therefore, advocating the retention of the Commissionership of the Tenasserim Provinces, I cannot expect to see the office, in any new arrangement, preserve its present magnificent emoluments, but should look to find that, in regulating them in accordance with the scale you had prepared for Pegu, you had considered that a salary of Rupees 24,000 per annum would suffice for Tenasserim. This would certainly be a very considerable reduction; but I fear that, judged by their relative importance and responsibility, Tenasserim would still remain a better-paid appointment than Pegu. Indeed, looking to the strict equity of the case, the Commissioner of the Tenasserim Provinces could not claim to be treated better in respect to salary than the Commissioner of Arracan, and this, with the prospect that has been held out to me of my own connexion with Arracan ceasing, I may be permitted to say, without being suspected of any personal motive, and to express my hope that, on any revision of salaries, the Commissionership of Arracan may be replaced on its former footing. If the test of comparison you have laid down between different Provinces for determining salaries were applied to Tenasserim and Arracan, how would the former fare with a land revenue of Rupees 2,52,671 by the side of Arracan with a land revenue of Rupees 7,07,904, and with very little more than half the population* of the latter? The fact is that, by a very illogical process of thinking, the desirableness of the Tenasserim appointment is confounded in no small degree with its importance. The position of the Commissioner at Maulmain, at a favorite Military Station, in one of the best climates in India, sumptuously lodged, surrounded by exquisite scenery, at the head of a large society, enjoying in short so much of what goes to make life agreeable—is so superior, that people cannot realize to themselves that he should be no better paid than the officer who is left to work and waste his life amid the swamps of Arracan.

14. If the reduction you propose to make in the salary of the Commissioner of Pegu were carried out, that might be applied to increase the salary of the Commissioner of Arracan; and should the surmise I have hazarded, that it might be contemplated to effect a reduction of Rupees 1,500 a month, or Rupees 18,000 per annum, on the salary of the Commissioner of the Tenasserim Provinces, prove correct, I would venture to recommend that the saving be applied towards the payment of an officer on a salary of Rupees 1,600 a month, who, ranking as a first class Deputy Commissioner, and under the orders of the Commissioner,

* Population, Arracan ..... $\frac{3,66,310}{2}$ = 1,83,155

Population, Tenasserim Provinces 1,90,190

should exercise the functions of a Judicial Commissioner and Superintendent of Police for the entire Province of Pegu. I am satisfied that such an appointment is urgently needed, that the Commissioner should be relieved of all judicial duties except in very rare cases, and that the organization of the Police, the regulating of the procedure of the Courts, and the placing of the administration of justice on a sound and satisfactory footing, ought to receive, for a long time to come, the undivided attention of an officer whose special duty it should be to do that and nothing else. On the other hand, the less detailed work, the more time the Commissioner has to control and supervise, to keep the whole machine working harmoniously in all its parts, to govern in fact, the better. Were I permanently Commissioner of Pegu, I would say—"Give me any salary you like, I do not care how little, but give me leisure to think out, digest, "to examine in all their bearings, and then to superintend the execution of those measures which "I see are so necessary for the well-being and advancement of the Province—leisure also not only "to do my own duty, but to look around and see that every body else does his." I consider it of the very last importance that such an appointment as that which I have recommended, of a Judicial Commissioner, should be made.

Superintendent of Forests.

Salary per annum	Rupees	12,000
Travelling Allowance...	"	1,800

15. I quite concur with you in opinion that no alteration should be made in the salary of this office.

Rangoon.

Deputy Commissioner's Salary per annum.....	Rupees	14,400
Boat allowance.....	"	1,200

16. Looking at this appointment *per se*, I have no objection to make to its being paid at the rate of Rupees 1,500, or rather Rupees 1,600 a month, for the officer draws his travelling allowance of Rupees 5 a day, besides his boat allowance, which is nothing more nor less than an addition to salary. Such an increase, you remark, would place the office on the footing of a second class District in the Punjab, although, in the scale of civil pay and allowances of the Punjab given in the Directories, Rupees 1,200 a month is set down as the salary of a second class and Rupees 1,500 only for a first class Deputy Commissioner. However, the difficulty I feel is of reconciling such an increase to the Deputy Commissioner of Rangoon with reference to the scale on which other salaries of equal or superior offices in these Provinces have been pitched; and I think it would be making a distinction invidious unequal, and which would create sore feeling, nor do I see what grounds could be taken to justify it, which would not oblige you to propose the raising of at least one salary in a manner which would disturb the ratio in which all the other appointments were paid. I will only cite two or three of the more salient inconsistencies, which I think the arrangement would involve, supposing your remaining propositions carried. You would have the Commissionership of Pegu depressed slightly below what is now allowed to a Commissioner in the third class in the Punjab, that is to say, one who ranks after the Chief and Judicial and Financial Commissioners. On the other hand, you raise his Deputy to the first class of his grade; but the charge of Pegu is most certainly a far more onerous one than devolves upon any Revenue and Judicial Commissioner, while there are possibly many Deputy Commissioners in the Punjab who have duties to perform far more delicate and responsible (take those for instance exercising political functions) than fall to the share of the officer in charge of Rangoon. But (as for Assam) you have also contemplated the creation of Commissionerships at only Rupees 20,000 a year, now I cannot conceive a charge requiring the appointment of a Commissioner, of which the risk and responsibility are not infinitely greater than what the Deputy Commissioner of Rangoon has to support—indeed, to my mind, the difference in this respect is so great, that you can hardly set up any measure of comparison between the two offices. It very, very rarely

happens that the Deputy Commissioner cannot, in any thing he does, shield himself under superior authority, while a Commissioner must constantly act upon his own judgment, where an error in it may be fatal to him, and answer for his subordinates' failures as well as for his own.

18. Again, if you give the Deputy Commissioner of Rangoon Rupees 1,500 a month, how are you to treat the Deputy Commissioner of Province Amherst and the Principal Assistant of Akyab? Compare, in particular, the position of the latter officer. The population of the Rangoon District (I am taking the last published Report for 1855-56) is estimated to be 1,37,130, that of Akyab 2,15,745. Under Land, Capitation, Fisheries, and Salt Assessments, the Rangoon officer collected Rupees 6,49,137—under Land and Capitation, the Akyab officer collected Rupees 7,50,791. Total from all sources, in the Rangoon District, 9,92,761-14-8½—in Akyab Rupees 10,68,484. Rangoon, however, probably equals Akyab this year in revenue and must in future years distance it; but then it will be also beyond the grasp of one Deputy Commissioner doing any amount of work; indeed, this is confessedly the case now. But to return —if the Deputy Commissioner of Rangoon is to receive Rupees 1,500 a month, every principle of equal dealing seems to require that the Principal Assistant at Akyab should receive 1,500 Rupees too; but how can this be done with reference to the salary of the Commissioner of Arracan?

19. Lastly, I think you over-rate the responsibilities of the Deputy Commissioner of Rangoon as connected with the port and shipping and cantonments. He has nothing to do with the marine, he has nothing to do with the customs, both corresponding direct with this office. Police cases connected with the shipping, &c., &c., fall to the Town Magistrate. A Cantonment Magistrate manages cantonments. The presence of the Troops occasioning a great increase in Treasury business; but I find the Treasury here not in charge of the Deputy Commissioner, but of an Assistant; and I should notice that, while the Principal Assistant at Akyab shares a Junior Assistant with the Akyab Town Magistrate, the Deputy Commissioner of Rangoon has two Assistants, all to himself; and it may be safely concluded that, with equal or greater responsibilities, the former officer is harder worked than the latter. I would fain have avoided combating your proposition to give the Deputy Commissioner of Rangoon an increase of pay, but it militates with all my notions of fair dealing to concur in it, unless his equals are to be equally well treated; and as I have recommended the appointment of a Deputy Commissioner on Rupees 1,600 a month in another capacity, to which the Deputy Commissioner at Rangoon would naturally hope to succeed, I shall have, after all, injured no one's prospects if my arguments prevail.

20. In continuation of my remark in the last paragraph, that the District of Rangoon was too much for one Deputy Commissioner, it may be here as proper a place as any to suggest for your consideration, whether you should not recommend it to be split up into three, or at least two Districts, Pegu being made the head-quarters of the new District, and a salary of say Rupees 800 a month attached to the office of Deputy Commissioner there.

21. Rangoon is about 200 miles long, with a mean breadth of between 50 and 60 miles, and no one District Officer can efficiently deal with so vast a tract. He cannot only do no more proportionately than he would have done in a smaller District, but circumstances oblige him even to do less. The Deputy Commissioner of Tharawaddy may, probably, in the course of a single cold season, visit nearly every portion of his District, while he of Rangoon does not stir from the Sudder Station the whole time; the former is thus enabled to control the land or capitation assessment from his own knowledge of the facts,

while the latter is at the mercy of his Myookes and Thoogyees. I entertain grave doubts, whether of a considerable portion of the District of Rangoon, the management is not practically conducted in a manner as independent of our authority as it was when it belonged to the Burmese; and from all that I can collect, and from what the Deputy Commissioner has himself told me, it would seem that less is known of the Rangoon District than of any other part of Pegu.

22. However, I have an opinion that more might be done by the Deputy Commissioner, but for what I regard as a certain misapplication in the employment of superior European agency in the system of civil administration of Pegu. In a well-known despatch, dated 21st September 1836, from the Hon'ble the Court of Directors, it is laid down as an axiom, that "the value of a Magistrate's service must be more dependent on the skill and judgment "with which he directs and controls the acts of all subordinate officers than upon the work he "can himself perform. The time of any officer exercising civil or criminal jurisdiction ought "not to be employed in details which can well be performed by the ministerial officers." Now I impute it to the conduct of public business here, that it exhibits a tendency to the reverse of this, as if it had been said the "value of a Magistrate's service must be more dependent "on the work he can himself perform than in the skill and judgment with which he controls "and directs the acts of all superior officers." I see this, to begin with, in the absence of any thing like an adequate provision of ministerial officers, so also in the procedure of our civil and criminal courts, in which, among other things, the Judge's time is wasted in taking depositions in his own hand, and the depositions are starved into the bargain. I see it also in the delay that occurs in the punctual preparation and transmission of periodical reports and accounts. I see it in many other ways. It is a subject, the adequate treatment of which would carry me far beyond the limits of this communication; but never, perhaps, did it show itself more lamentably than in the case of the defalcation discovered in the Rangoon Treasury last year, which ended in the sacrifice of one of the ablest officers that ever came to these Provinces to his forced absorption in details.

23. I would leave the salary as it is, that is, as it was reduced by my predecessor, from Rupees 7,200 to Rupees 6,000. Major Phayre points out that this officer has ceased to be stationed at Pegu, that he has been obliged to call him in as an Assistant to the Deputy Commissioner of Rangoon; he, therefore, now fills the situation of an ordinary Assistant (third class as rated in the Punjab). I would also suggest that your argument, that "this "was the only office in the Province, between a third class Assistantship on Rupees 6,000 per "annum and a Deputy Commissionership," and that "it was necessary as a reward to the most "deserving of the Assistants," might be met by the observation that there will be almost always an opportunity to secure about this amount of salary as a reward to the most deserving of the Assistants in nominating him to officiate as a Deputy Commissioner. I do not think the six Deputy Commissionerships of Pegu have ever been all filled at one time by their permanent incumbents, and indeed promotion has been, and for a long time to come is likely to be, so rapid in Pegu, as to supply all the inducements to distinguish himself that an Assistant can possibly require in the certain prospect of an early succession to the charge of a District. I was four years a junior Assistant, yet had attained the grade of a Deputy Commissioner before Major Fytche, now next me at Maulmain, entered the department; while in four years Captain Grant has, from being a third class Assistant, risen to the second post of rank and emoluments in the Province.

Senior Assistant stationed at Pegu.

Salary per annum	...Rupees	6,000
Boat allowance	... "	720

24. Since you had this office under consideration, it has been again raised to Rupees 6,000 per annum—this is what you wished should be done, and I have nothing to add to your remarks upon the appointment.

Junior Assistant to the Deputy Commissioner of Rangoon.

Salary per annum... ...Rupees 4,800

25. It would seem to be agreed that the present allowances of the Magistrate of Rangoon are on a suitable scale; but there has been some discussion in regard to the precise position he should hold, relatively, to the Deputy Commissioner of Rangoon. Major Phayre, giving him the full powers of a Deputy Commissioner, with rank in the second class, would have him responsible to the Commissioner only—on the other hand, you appear, I think, to consider this arrangement exceptional, and that the Town Magistrate should become an Assistant to the Deputy Commissioner of Rangoon, the latter being the responsible officer. The present plan, however, of which I have had experience, both at Maulmain and Akyab, where, with some slight modifications in favor of the authority of the District Officer, it equally obtained, certainly works very well. This is of itself an argument against changing it.

Magistrate of Rangoon.

Salary per annum .. ...Rupees 9,600
Boat allowance ... ... „ 1,200

26. If an alteration were made at all, I would submit that the better course might be not to make the Town Magistrate exactly an Assistant to the Deputy Commissioner as you propose, but to place him on the footing of an Assistant Magistrate or Joint Magistrate (the latter the term now always used,) as defined in Regulation XVI. of 1810, but with the most extensive powers allowed by the Regulation, or the subsequent constructions of it. The Joint Magistrate of Rangoon should then correspond directly with the Commissioner, and all his monthly and other periodical reports and accounts should be submitted direct to the authority to whom they belong; he should possess exclusive control over the Police establishments maintained in the local jurisdiction assigned to him; all acts done by him should rest on his own responsibility, unless where the Deputy Commissioner interferes to revise them, and who must then be able to justify his interference, which is not, however, to be exercised by way of appeal in regard to the punishment, acquittal, or bailing, or commitment of persons; finally, the Joint Magistrate to fully recognize the Deputy Commissioner as his superior officer, and in the case of a difference of opinion between them, the former should conform to the directions of the latter, pending reference to the Commissioner. It was thus that, having to institute the Magistrate sanctioned for Dalhousie, I settled his relation to the Deputy Commissioner of Bassein; and at Akyab, while I gave the Town Magistrate the fullest independence of action, he was yet directed to regard the authority of the District Officer as paramount and to defer to it when it was asserted in opposition to his own and I was not at hand to appeal to.

27. A similar arrangement would, on the whole, perhaps, be found to work best for Rangoon. There is no question that, in the absence of the Commissioner, it is necessary to prevent a conflict of authorities in which the public interests are almost invariably sacrificed, which, on the contrary, Major Phayre's leaving the Magistrate so entirely independent of the Deputy Commissioner, is calculated to provoke, and of which, in fact, an instance, attended with much scandal, occurred immediately after he left the Province in April last.

28. It seems to me, however, that the independence of the Magistrate of Rangoon, though my predecessor would have maintained it, rests actually on the circumstance of

his powers and functions never having been defined at all. The appointment, it must be remembered, was made during the war, when its duties could only be fixed in the loosest and most general way, or rather were very much what the officer filling the appointment chose to assume them to be; and there is nothing in the records of this office to show that they have ever been subsequently revised or more accurately declared.

29. There remains one other point in connection with the Town Magistracy, to which I would solicit your attention before finally dismissing the subject—it is the expediency or otherwise of considering it on the general roster—so to speak—of the Commission. My own opinion is, that neither in Rangoon, Maulmain, nor Akyab, should it be so considered. The appointment is one which, above all others, local knowledge and experience have the greatest value, and these can never be possessed by an officer who passes through the office as a stage on the high road of promotion. I would let an Assistant succeed to it, but on the express understanding that he must look to go no higher; and, as a general rule, I should hold the best selection to be a Military Officer of a certain standing direct from his corps, an officer such as there is always to be found in every regiment, who, in the course of from ten to fifteen years' service, has wanted nothing but opportunity to distinguish himself, and who would generally bring to his new duties a chaste and tempered judgment and a fund of strong common sense, with a perfect willingness to devote himself entirely to them, during the long interval that might elapse before he attained his regimental majority. It is quite hopeless to expect the efficient management of a Town like that of Rangoon from a man who was last year perhaps a third class Deputy Commissioner at Toungoo and who next year hopes to succeed to a vacancy at Henzada, since, for the first eighteen months or two years, he must be, as Town Magistrate, quite in his pupilage. Criminals are not to be detected and hunted down on abstract general principles—on the contrary, to successfully pursue them, requires an intimate acquaintance, which experience alone can teach, with their way of life, their haunts, their habits varying in every situation, and much else which I need not detail here.

Assistant Magistrate, Rangoon.
Salary per annum.....Rupees 6,000
Boat allowance..... „ 720

30. I entirely concur with you in your animadversion on the arbitrary and unsystematic manner in which the powers exercised by authorities in the Non-regulation Provinces appear often to have been determined, and I could show you, did time and space permit, how this is occasionally the source of confusion and uncertainty in the administration of the law itself. Most certainly, the proper course would be to confer upon the Assistant Magistrate the special powers of an Assistant, according to the Bengal Code. I fear, however, that he could not, as you suggest, be made available to assist the Deputy Commissioner, so as to dispense with one of the latter's two Assistants. Besides the reasons given by Major Phayre, the want of proper ministerial officers would prevent the arrangement being carried out. I do not either recommend any reduction being made in the salary of this officer, owing to the expense of living in Rangoon, which tells with great severity on small salaries.

Collector of Sea Customs, Rangoon.
Salary per annum..... Rupees 7,200

31. I have no remarks to make upon this appointment.

Deputy Commissioner of Bassein.

Salary	Rupees	12,000
Boat allowance... ...	„	1,200
Total...	„	13,200

32. I propose to follow your classification in taking these Districts into consideration, but I should premise that I have been rather brought to a check at this stage of your Report, by the discovery of what I fear you will consider, when you come to look into it, a serious oversight in regard to the data on which your estimate has been founded of the comparative responsibilities attaching

Deputy Commissioner of Prome.

Salary...	Rupees	12,000

Deputy Commissioner of Henzada.

Salary...	Rupees	9,600
Boat allowance... ...	"	900
Total...	"	10,500

to the charge, and the importance of the different Districts. I imagined that on these points you had relied upon the Administration Report, and that you had taken for each District the same series of statistical facts as regards population, revenue, and so on; but I am now led to suspect that you have compiled from statements furnished by the District Officers themselves, and that the latter, from some misconception of instructions, have not brought the same items under the same headings. I take the liberty to append herewith a copy of Statement H., being an Abstract Statement of the amount demand of Revenue for the year 1855-56, given in Appendix (VII.) of the Pegu Administration Report, and you will see at a glance how it differs from the results you have quoted.

33. As I have before observed, you have made the land revenue the chief test in assigning its position to each District, but the returns you have consulted seem to have differed with one another in what they included under land revenue. For instance, the estimate you have given for Rangoon is evidently made up of land and capitation tax, while for Prome, Bassein, and Toungoo, it is confined to what is strictly land tax. In Henzada, Land, Capitation and Fisheries are included, and Tharawaddy has both Land and Capitation under the same head. Thus, with land tax, proper for Rangoon, instead of nearly five lakhs, the real amount at the period you have taken was just three lakhs, Bassein being somewhat over two lakhs and Prome almost two lakhs. Henzada, again, instead of having a land tax greater by a lakh or a third than that of Prome or Bassein has less than either, or less than a half of what you have put it down at, being Rupees 1,48,586 in place of Rupees 3,06,384. Lastly, the land tax for Tharawaddy, exclusive of capitation tax, is Rupees 61,774, not Rupees 1,44,760.

34. But if you accept the foregoing explanation, it will also probably appear to you that the facts of the case no longer fit your conclusions. You will desire to modify them, and my remarks on them, as they now stand, must become almost irrelevant. Thus I should expect that Prome and Bassein would now hold their fair place in your estimation in comparison with Rangoon, and as a consequence, that the necessity of increasing the salary of the Deputy Commissioners of the two former Districts to at least Rupees 14,400 per annum, if that of the Deputy Commissioner of Rangoon was advanced to Rupees 18,000, will be recognized. It will, probably, be now found expedient to leave the salaries of all three offices as they are.

35. Numerous as the responsibilities of the Deputy Commissioner of Rangoon are, he has none so weighty as that single one which accrues to the Deputy Commissioner of Prome, by reason of his position on the frontier, in immediate contact with a foreign power, which may, at any time, become a foreign enemy; while, in the event of hostilities, his duties could scarcely help being of the most arduous character, and upon him, upon his genius, courage, and vigour, might depend the issue of the most important or hazardous operations. According to all present probabilities, it suffices that we have a clear-headed, hard-working, thorough man of business to assure the successful administration of the Rangoon District; but at any time—to-morrow, to-day, the next hour—a crisis may arrive at Prome, requiring the presence of an officer who is all this and much more. Again, if we pass to the Bassein District, we must consider how much its remoteness adds to the responsibility of the Deputy Commissioner there, by leaving him to act so often on his own judgment. He cannot, as the Deputy Commissioner at Rangoon, or even to some extent, as by aid of the Electric Telegraph, the Deputy at Prome, may shift his accountability to the Commissioner. It should further

be noticed that Bassein has been, and may easily again be, the scene of serious political disturbances, which has never (certainly not in the lower part) been the case in the Rangoon District.

36. You have not noticed this new appointment, in which, reversing in a measure our usual principles and practice, we have anticipated a possible and eventual, instead of waiting for an actual, want.

Town Magistrate of Dalhousie.
Salary .. ..Rupees 10,800

37. Henzada is comparatively a well-settled, compact, and, I should infer from all I have heard of it, a not very difficult District to manage; at the same time the sum total of its resources, or taxation, is not equal to one-half of that of the Prome District, nor much more than half of that of Bassein. I would leave the salary of the Deputy Commissioner there, as proposed by Major Phayre, Rupees 9,600 per annum, with a boat allowance of Rupees 80 per mensem.

38. I have no remarks to make upon these appointments. The Collector of Customs at Thayetmyo has recently received an increase of Rupees 100 per mensem to his salary, by order of the Court of Directors.

Collector of Sea Customs, Bassein . ... . Rupees 4,800
Collector of Inland Customs, Thayetmyo... ... ... „ 4,800

39. Major Phayre proposed, with reference to the rapid advancement of Tharawaddy, to give the District Officer Rupees 900 a month, or Rupees 100 a month more than he allowed to Henzada; but with reference as well to the actual resources as to the expected progress of the former District, there seems scarcely room for this distinction; or it may be, my predecessor considered that, as the Tharawaddy officer drew no boat allowance, while he of Henzada received Rupees 80 a month on that account, he was about putting the two Districts on an equal footing. Toungoo seems certainly in every way an inferior charge to that of Tharawaddy, and I do not make much account of its political responsibilities in that respect. In the event of a rupture with Burmah, Tharawaddy might become a source of greater anxiety to us; but for other reasons, I think the District Officer at Toungoo should be better paid than he is at present. In regard to dearness of living, Toungoo is to Pegu pretty well what Pegu is to the rest of India; at the same time it is one of the chief Military Stations; so that unless the Deputy Commissioner renounces all intercourse with society, his private expenditure will be far beyond what the Tharawaddy officer need incur. I would, therefore, place the Deputy Commissioners of Henzada, Tharawaddy, and Toungoo, all three on the same footing, allowing to each of them Rupees 9,600 per annum and Rupees 80 a month boat allowance. (The cost of travelling is another item in which the Deputy Commissioner of Toungoo is sadly put to it—the hire of a single coolie is sometimes a Rupee a day there.)

Tharawaddy and Toungoo.
Deputy Commissioner, 3rd class, Tharawaddy, Salary per annum . . . Rupees 8,400
Deputy Commissioner, 3rd class, in charge of Toungoo, Salary per annum... ... „ 8,400

40. The foregoing arrangements would further tend to secure what I consider the very great advantage of having officers who have been sufficiently long in their Districts to know something of them. When I came to Pegu, I do not think there was a single officer in the Commission who had been a year in the appointment in which I found him. Captain Grant had recently come to Rangoon from Henzada,—so had Mr. O'Riley from Toungoo,—Captain Brown was on his way to Bassein,—Lieutenant Lloyd to Tharawaddy,—Captain D'Oyly had just been put in charge of Toungoo. Nowhere could I have relied upon obtaining accurate information on any point, or upon any measure being successfully carried out that required local knowledge and experience, and this evil must be the rule rather than the exception. When

appointments are divided into so many classes, and each class has only one or two representatives, every vacancy causes a promotion and every promotion a general shifting of places, and the stimulus of promotion to industry and emulation but poorly replaces that healthy action excited by the interest an officer will take in his work for its own sake when he has the prospect of watching it to fruition.

ASSISTANT COMMISSIONERS.

41. With reference to the adjustment of salaries you propose for officers in this class, I have already said that I objected to the salary of the Assistant to the Magistrate being reduced to Rupees 400 a month. Upon reflection, however, I am not sure that the second of the Deputy Commissioner's Assistants might not be considered sufficiently remunerated at that rate, as I think the appointment is one which should be reckoned the apprenticeship to the Commission, to be generally filled by some young officer, who will often retain the advantages of his mess and regimental institutions, whose expenses may be at a minimum, and with whom present emolument should be a subject of the smallest concern as compared with his introduction to a career in which he may win the noblest prizes. It would not do to make the Assistant Magistrate's the junior appointment, as he is brought often in contact with men, Europeans and others, who would seek to confound a mere tyro and abuse his inexperience. On the whole, therefore, I would be understood to concur in the footing on which you would place the Assistant Commissioners, but it seems to me your proposition only includes one Assistant on Rupees 4,800 per annum, whereas in the figured Statement there are two down at that rate. You will note that none of the Assistant Commissioners in Pegu now draw under Rupees 500 a month.

42. The revised classification you propose for the Extra Assistants could not easily be carried out in the position in which they are placed, which you might very easily fail to apprehend, and which appears to me somewhat anomalous. In the Punjab the Extra Assistants, if I mistake not, are, so to speak, on a separate roster; they constitute a separate branch of the Administration; but it is not so in Pegu: at the same time, it cannot be said either that the Extra Assistants here are absolutely identified with the other portion of the Commission—it would rather seem that the intent being to create a class of officers such as existed in the Punjab, it has not in practice been adhered to, but one class had been permitted to merge in the other. The only definition I could now give of an Extra Assistant in Pegu is that he is (or has been hitherto,) an Uncovenanted Officer, who comes into the department on Rupees 400 instead of Rupees 500; but expects, if he behaves himself, to rise afterwards, in the regular line, to any appointment in the Province. Already there are four officers who have thus risen, of whom two have been candidates for first class Deputy Commissionerships since I have been in Pegu, one being now a second class Deputy Commissioner, while a third is looking to the recognition of his claims to be appointed one also.

43. It is not difficult to see how this system must work, if fairly carried out. Among seven or eight Extra Assistants, there will be always one at least as deserving of promotion as any of his predecessors, and, therefore, upon the principle of equal justice to all, as each vacancy arises, there will be an Extra Assistant to appoint to an Assistantship, and thus in the end all the appointments in the Commission will come to be filled by officers who have commenced their career as Extra Assistants. More slowly, but with equal certainty, the same thing must happen with even a more partial selection of Extra Assistants. If one for every three vacancies only were promoted, they would, in the long run, outnumber the Covenanted branch, as they are not exposed to the innumerable contingencies that are constantly withdrawing the latter from the department.

APPENDIX No. 114

Officers of the Province of Pegu.

44. To conclude, the Government must first determine whether the position of Extra Assistants in Pegu should not be rigorously assimilated to what it is in the Punjab, in which case I should have nothing to object to the manner in which you have classified them, but otherwise, rather than the present system which now promotes, now supersedes an Extra Assistant, and tends to create grievances and grumbling (unless we would have none but Uncovenanted Officers,) let it be broadly declared that no distinction is recognized between the two classes, and let all first appointments be made in the grade of the Extra Assistant.

I have the honor to be,

SIR,

Your most obedient servant,

HENRY HOPKINSON,

Comr. of Pegu and Agent to the Govr. Genl.

ABSTRACT STATEMENT

H.

ABSTRACT STATEMENT of the Amount Demand of Revenue for the Year 1855-56.

Items.	District of Rangoon.			Town of Rangoon.			District of Bassein.			District of Prome.			District of Henzada.			District of Toungoo.			District of Tharawaddy.			Total.		
	Rs.	As.	P.	Rs.	As.	P.	Rs.	As.	P.	Rs.	As.	P.	Rs.	As.	P.	Rs.	As.	P.	Rs.	As.	P.	Rs.	As.	P.
Land	3,06,964	5	5	.....			2,15,173	10	10	1,77,175	1	1	1,48,586	11	8	26,314	5	5	61,774	5	0½	9,35,988	7	5½
Capitation	1,68,946	10	7	.....			1,94,648	0	0	1,44,231	3	10	1,27,960	0	0	25,869	0	0	75,034	0	0	7,36,688	14	5
Fisheries	1,40,675	0	0	.....			81,567	8	0	4,691	8	0	33,505	12	0	4,093	0	0	7,503	14	0	2,72,036	10	0
Salt	32,551	0	0	.....			17,044	8	0	.....			120	0	0	.....			.....			49,715	8	0
Forest Produce	0	0	0	.....			1,650	0	0	.....			.....			.....			.....			1,650	0	0
Abkaree	72,676	10	3	.....			55,387	8	0	29,347	8	0	16,976	0	0	145	0	0	1,998	0	0	1,76,530	10	3
Sea Customs	1,57,370	13	5½	.....			13,556	10	8½	.....			.....			.....			.....			1,70,927	8	2
Inland Customs	0	0	0	.....			.....			3,77,947	11	2	.....			13,941	2	2	.....			3,91,888	13	4
Municipal Tax	0	0	0	30,878	7	0	.....			.....			.....			.....			.....			30,878	7	0
Port-dues and Marine Receipts	17,231	7	0	.....			10,269	12	0	.....			.....			.....			.....			27,501	3	0
Rent on Building Lots	9,869	0	0	.....			.....			.....			.....			.....			.....			9,869	0	0
Timber Revenue	50,730	14	9	.....			.....			9,828	8	0	53	0	0	19,877	0	0	104	8	0	80,593	14	9
Fines and Fees	14,561	8	4	11,416	12	9	16,250	11	6	14,019	10	3	10,467	4	4	1,957	14	2	5,639	12	8	74,313	10	0
Sale of Unclaimed Property	6,990	4	3	829	9	7	1,017	11	9	1,814	3	4	545	13	0	.....			.....			11,197	9	11
Bazar Rent	5,130	0	0	.....			.....			8,553	8	6	1,458	7	3	.....			91	15	8	15,233	15	5
Ferries	127	8	0	.....			.....			45	0	0	.....			723	0	0	38	0	0	933	8	0
Postage Stamps	7,307	13	0	.....			653	0	0	2,245	9	3	.....			1,372	0	0	172	0	0	11,750	6	3
Miscellaneous	1,028	15	8	2,341	13	4	10,696	6	5	281	6	5¾	4,845	15	0	485	15	6	3,083	13	5	23,364	5	9¾
Total	9,92,761	14	8½	45,466	10	8	6,17,915	7	2½	7,76,180	13	10¾	3,44,518	15	3	94,778	5	3	1,55,440	4	9½	30,21,062	7	9¼

C. PHILLIPS,

Head Asst. Office of Comr. of Pegu and Agent to the Govr. Genl.

G. A. SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO. 1, WESTON'S LANE, COSSITOLLAH.

APPENDIX NO. 148.

Establishment of Myookes in Pegu.

No. 1196,

To

The Commissioner of Pegu.

Dated, Ootacamund, the 19th August, 1857

SIR,

On an examination of the establishment of Myookes in Pegu, I find that there are 64.—

		Per Mensem.
20	receiving each,	Rs. 100 0 0
2	"	" 90 0 0
3	"	" 80 0 0
5	"	" 75 0 0
2	"	" 70 0 0
8	"	" 60 0 0
19	"	" 50 0 0
4	"	" 40 0 0
1	"	" 25 0 0

2. They are distributed as follows.—

Rangoon,	15
Bassein,	15*
Prome,	18†
Henzadah,	7
Tharawaddy,	5
Toungoo,	4

3. It appears to me that there are too many grades, that many of the Myookes are, with reference to their duties, underpaid, and that the number might be decreased.

4. The underwritten statement shows the officers, and number of Civil suits instituted, in each district in 1855:—

	Number of Myookes,	Number of Civil suits instituted in 1855.
Rangoon,	15	3,414
Bassein,	15	3,869
Prome,	18	1,017
Henzadah,	7	827
Tharawaddy,	5	141
Toungoo,	4	291

5. If the returns furnished to me, from which these figures are taken, are correct, there are more Myookes than are required, and they are not distributed judiciously. In Prome, the suits are in number less than one-third the suits in Rangoon and Bassein, but there are eighteen Myookes to fifteen in those

* In another return the Bassein, Myookes are said to be sixteen.

† In another return said to be seventeen.

APPENDIX NO. 148.

Establishment of Myookes in Pegu,

two districts. In Tharawaddy there are five Myookes to four in Toungoo, though the suits in Toungoo are double the number of suits in Tharawaddy.

6. The number of suits shewn includes all the suits in all the courts in each district, but supposing them to have been all instituted in the courts of the Myookes, one half the number of Myookes should dispose of them. The suit aggregate 9,592, which, divided among 64 Myookes, gives 149 suits per annum or 12 per mensem to each officer.

7. An officer vested with the powers entrusted to the Myookes,* should not receive less than Rupees 80 per month.

8. I recommend four grades of Myookes—

1st Grade,...	...at per mensem	Rs.	150
2nd. „ ...	... „	„	125
3rd. „ ...	... „	„	100
4th. „ ...	... „	„	80

in the proportion of one-eighth in the first class, one-fourth in the second, one-fourth in the third, and three-eighths in the fourth class, or, supposing the number to be thirty-two, four in the first class, eight in the second and third classes, and twelve in the fourth class.

9. I request that you will have the goodness to consider these suggestions, and to report as soon as possible what establishment of Myookes you consider suitable.

10. I take this opportunity of sending copy of my purposed report on the salaries of the remainder of the officers composing the commission, and to request that you will favor me with an expression of your opinion of the reforms proposed, and return my paper with your reply.

I have the honor to be,

Sir,

Your most obedient servant,

(Signed.) H. RICKETTS.

Commissioner for the revision of Civil Salaries and Establishments throughout India,

* They try all original civil suits not exceeding in value Rs. 500, and punish for assault or misdemeanor by fine not exceeding Rs. 20, or confine in the stocks for twelve hours.

APPENDIX NO. 149.

Establishment of Myookes in Pegu.

No. 209.

GENERAL DEPARTMENT.

FROM

CAPTAIN HENRY HOPKINSON,

Commissioner of Pegu, and Agent to the Governor General.

To

H. RICKETTS ESQUIRE,

Commissioner for the revision of Civil Salaries and Establishments throughout India.

Dated Rangoon, 28th October, 1857.

SIR,

I have the honor to acknowledge the receipt of your letter to my address No. 1196, of the 19th August last, proceeding upon an examination of the establishment of Myookes in Pegu, by which you find them to be formed into too many grades, to be too many in number, and in some instances not sufficiently well paid, all of which defects you propose to correct by reducing the number to 32 in place of 64, and forming them into four instead of nine different grades of which the highest should receive 150 and the lowest grade 80 Rupees per mensem, instead of salaries varying from Rupees 100 to 40 and in one instance Rupees 25, as is the case now, and you request my report on these suggestions, and what establishment of Myookes I consider suitable.

2. I am not at all in favor of the institution of Myookes, and it would have formed no part of any scheme I should have recommended for the Government of Pegu; but accepting the system of administration of this province as I find it, and the establishment of Myookes as a constituent part, I would then decidedly say, leave the latter as it is for the present.

3. There is first the general objection to interfering with very recent arrangements, before sufficient time has elapsed to show whether they work well or not. Leave the Myookes as they are, and should a time arrive when it shall be no longer possible to conceal that they are a failure, there will be less difficulty in referring the miscarriage to the right cause, than if we set now to work to cut down their numbers one-half, and so alter their distribution and organization that any subsequent break down may be attributed to our alterations, and not to original and inherent defects. In place of making therefore any such sweeping changes out of hand, it would be better to let district officers understand that as regards the Myookes, the general bent of our policy was to diminish their numbers, and increase their salaries; and

that changes to that effect, each case resting on its merits, as the palpable uselessness of a Myooke in one place to remove him, or the addition of work to another Myooke to increase his pay.

4. I do not suppose that you have overlooked their other functions, but I would remind you that you have tried the number and distribution of the Myookes solely with reference to their Civil business; that the number of Civil suits he will have to decide is only one element regulating the appointment of a Myooke. In a town it would probably be the chief reason, but elsewhere, a Myooke may be appointed principally for the performance of criminal business, or to a district where much revenue has to be collected, or on the contrary to a district where, as among some of the Karen tribes, there is little enough revenue, but a large area of country, or a Myooke may be appointed because a frontier post has to be watched by a man of sufficient capacity and intelligence, or one may be required in a district unusually infested by dacoits, and in which the management of the Police requires uncommon care, or lastly as in the Prome district it will be discovered that very well weighed political reasons have led to the appointment of what would of course strike you as a disproportionate number of Myookes. Under the name of Myothoogyees we found them there hereditary, with patents of appointment direct from the King of Ava, upwards of a hundred years old.

5. For my own part if we are to have Myookes at all, the more we have, financial considerations aside, at any salary above 50 rupees a month, the better. This may seem preposterous with reference to the powers entrusted to the Myookes, but the real absurdity lies in my humble apprehension in allowing them to exercise such powers. A Myooke, who really does exert himself as a Police officer, and actively supervises the revenue business of his Thoogees, is by no means a common character; but you may get Burmans competent to such work, and you are likely to get more of it done by 100 men at Rupees 50 each, than by 50 men at Rs. 100 each. Of those however qualified to act in a judicial capacity throughout the province, the tale may be taken on the fingers of one hand. This morning I signed a letter communicating the dismissal of the Tseetkay of Prome. He had been guilty of carrying on, through the agency (chiefly) of the Vakeels of his Court, and his wife, a system of the most unblushing and scandalous bribery and corruption. Major Grant Allan, the deputy Commissioner and committing officer, reported also of him "that "he was a very indifferent Judicial Officer, and had never yet been able to "comprehend the proceedings to be observed in Civil suits,"—yet Major Allan would still have had his offence overlooked, urging that he gave satisfaction to the suitors, and was to be considered an honest man as people of his class went. And now Captain Ardagh endorses Major Allan's recommendation. So here we have Deputy Commissioners of considerable judgement and experience joining with the people in being anxious for the retention in office of a native judge who is nothing worse than venial and incapable. This is

a fact I think that speaks volumes, and from which those who choose may draw the most pregnant conclusions. If these are the Tseetkays, what must be looked for from the Myookes? what must be the state of our native courts of justice? I will not say where corruption and incompetence are rife, but where they are regarded as something less than venial—where they are tolerated in a sort of despair at obtaining immediate improvement. Accordingly, so for as your securing judicial qualifications commensurate with their powers is concerned, I have no manner of doubt that you would be no nearer your object if you give the Myookes double, or treble, or quadruple of what they receive at present.

6. I have already adverted to the reason of there being so many Myookes in the Prome district. In Rangoon and Bassein where the Myookes are in the next degree most numerous, they were appointed with reference only to the necessity in each case for the appointment, and after carefully examining the list, I do not think there is one too many. Between Tharawaddy and Toungoo the proportion of Civil suits have, I believe, been reversed during the past year, cases before the Myookes in the former being now nearly double those in the latter. But Tharawaddy wants Myookes chiefly in their capacity of Police officers. Of Henzadah, I have less information, but hereafter, on further experience, if it should be found practicable, their number can be reduced. Henzadah however covers a large area, and the revenue collections there are very heavy.

7. I will reply to the concluding paragraph of your letter in a separate communication.

I have the honor to be,

Sir,

Your most obedient servant,

HENRY HOPKINSON,

Commissioner of Pegu and Agent to the Governor General.

578.

APPENDIX No. 150

Tenasserim Provinces.

No. 638.

From

COLONEL SIR ARCHIBALD BOGLE, KT.
Commissioner of the Tenasserim and Martaban Provinces,

To

H. RICKETTS, ESQUIRE,
Commissioner for the revision of Civil salaries and Establishments throughout India,
FORT WILLIAM.

DATED, MAULMAIN, *the 30th January* 1857.

SIR,

I have now the honor to reply in full to your letter No. 556 of the 7th October last, and with reference to your first proposition, that the Provinces of Tenasserim and Martaban shall be added to the Commissionership of Pegu, on my retiring from the service, I beg to express the fervent hope that such a contingency is still very distant. My appointment may become vacant by my death or continued sickness, by my promotion, or removal, but as long as I am able to perform the duties of my situation, I have no intention whatever of retiring from it of my own free will; and whenever my appointment may become vacant, I am decidedly of opinion that another Commissioner should be appointed on a salary of not less than 30,000 per annum.

2. My reasons for this are, that what with the addition of the Province of Martaban, the Conservancy of Forests, the Department of Public Works, the levy of custom dues at all the Ports, and the great increase of Civil, Criminal, Revenue and Miscellaneous business, and extension of commerce, a large proportion of which business does not appear on record, but nevertheless occupies a great deal of thought and time, my duties have, for the last four years, been at least four times heavier than those which devolved on any of my predecessors, all of whom drew a salary of 3,000 per mensem. And whether the future Commissioner is to bed irectly subordinate, as I am, to the Government of India, or whether he is to be placed under a Lieutenant Governor or Chief Commissioner, it is clear that his duties will be as heavy, and very nearly as responsible, as mine now are.

3. I am quite aware that an impression exists in high places, and which has been rather sedulously fostered by interested parties, in the public prints and otherwise, that since the annexation of Pegu, Maulmain has greatly fallen off, and that the trade of this place has dwindled away to nothing; but the very reverse of all this is the case, as is fully proved by the vast extension of the timber trade in Maulmain within the last few years, and the number of ships of large size, as per margin, now in the Ports of Maulmain and Rangoon respectively.

MAULMAIN.			RANGOON.		
	No.	*Tons.*		*No.*	*Tons.*
Ocean Steamers. ..	2	1,650	.....	1	1,200
Ships.	15	10,458	.....	5	3,160
Barques.	27	11,517	.....	9	3,182
Brigs.	10	1,842	.....	9	1,169
Schooners.....	10	912	.....	4	245

4. The necessity for continuing to have a Commissioner at the head of affairs here being

admitted, it follows as a matter of course that there will be no need for a Deputy Commissioner for Province Amherst on a salary of 18,000 Rupees per annum. The present salary of 13,200 per annum, including 100 Rupees per mensem Boat allowance, will in my opinion be quite sufficient; and the other Districts, with the exception of Martaban, will remain very much as at present.

5. For convenience sake, I subjoin a figured statement of the salaries which I would recommend for the various offices named.

		Per Mensem.	Per Annum.	Total.
Tenasserim and Martaban Provinces.	One Commissioner.	3,000	36,000	36,000
Province Amherst	One Deputy Commissioner...	1,000	12,000	
"	One 1st Class Assistant with full powers as Magistrate of Maulmain	800	9,600	
"	One 2nd Class Assistant with powers to hear Civil Suits without any limitation of amount.	700	8,400	
"	One 3rd Class Assistant.	500	6,000	
"	One Tseetkay.	350	4,200	
"	Four 1st Class Goung Gyouks at 100 each. ...	400	4,800	
"	Two 2nd Class Goung Gyouks at 80 each... ...	160	1,920	
"	Five 3rd Class Goung Gyouks at 50 each... ...	250	3,000	49,920
Tavoy.	One Deputy Commissioner...	800	9,600	
"	One Tseetkay.	200	2,400	
"	Two 1st Class Goung Gyouks at 100 each. ...	200	2,400	
"	Two 3rd Do. Do. at 50 each... ...	100	1,200	
"	Two 5th Do. (Kareen) at 20 each... ...	40	480	16,080
Mergui.	One Deputy Commissioner....	600	7,200	
"	One Tseetkay.	150	1,800	
"	Two 3rd Class Goung Gyouks at 50 each... ...	100	1,200	
"	Three 4th Class Goung Gyouks at 40 each. ...	120	1,440	
"	Two 5th Class Do. (Kareens) at 25 each.	50	600	12,240
Martaban.	One Deputy Commissioner...	1,000	12,000	
"	Three 3rd Class Assistants at 500 each	1,500	18,000	
"	One Tseetkay.	200	2,400	
"	Two 1st Class Goung Gyouks at 100 each. ...	200	2,400	
"	Four 2nd Class Goung Gyouks at 80 each. ...	320	3,840	
"	Three 3rd Class Goung Gyouks at 60 each. ...	180	2,160	40,800
	BOAT ALLOWANCES.			
	Commissioner.	150	1,800	
	Four Deputy Commissioners at 100 each.	400	4,800	
	Three Assistants at 60 each...	180	2,160	8,760
			Grand Total.....	1,63,800

6. In Province Amherst, the change will be an increase to the salary of the 1st Assistant Commissioner, and also of the Tseetkay. To the former I would propose to assign 200 rupees a month extra, which is 100 less than is stated in your letter; and to the latter, Rupees 100, making the annual aggregate of each, Rupees 8,400 and 4,200 respectively. Both these augmentations I consider necessary on account of the greatly increased responsibility and labor of the two offices.

7. Of Goung Gyouks in Province Amherst, there are at present eleven; they are paid as follows:—

APPENDIX No. 150

Tenasserim Provinces.

4	Goung Gyouks at Rupees 100 each	400
1	Do.	75
1	Myothoogyee	60
4	Do. at 50 each	200
1	Do.	40

I propose to divide them into three classes, and to remunerate them as in the foregoing statement. Four Goung Gyouks, as proposed by you, would be a very inadequate number for the great extent of country to be looked after. The total amount which I would propose for Province Amherst is 49,920 Rupees.

8. For Tavoy, which is a more important place than Mergui, one Deputy Commissioner, one Tseetkay and six Goung Gyouks are, in my opinion, sufficient. An Uncovenanted Assistant is not required. The total expenditure in Tavoy will be 16,080 Rupees.

9. At Mergui, a Deputy Commissioner and a Tseetkay and six Goung Gyouks would suffice. None of these subordinate officers need be of the first Class; but it is desirable that they should all be rather better paid than at present, for they are now much underpaid, but I leave them as they are. The total for this district will be Rupees 12,240.

10. The Province of Martaban is at the present moment decidedly under officered, there is but one Deputy Commissioner, and two Assistants; but I have lately been compelled to apply for another, which, even if granted, will make but four European Officers. I am therefore much inclined to think that eventually more will be required. The Province is a very large one, 150 miles long by nearly 90 miles broad; and, although it contains a small population, a considerable proportion of it is exceedingly turbulent, and is at the present moment in open insurrection. The total expenditure for Martaban will be Rupees 40,800.

11. The Commissioner, each of the Deputy Commissioners, and three of the Assistant Commissioners will draw the same Boat allowance as now, and the expense of the whole will certainly amount to a little more than is contemplated in your scale; but then it must be borne in mind that the establishment which I beg to recommend, is the more suitable of the two.

12. The aggregate of your Establishment is Rupees 1,18,140 without a Commissioner; but to the above sum must be added at least Rupees 1,000 a month or 12,000 per annum as an increase to the salary of the Commissioner of Pegu, and there will be other expences besides, amounting to full 6,000; total on your plan, say, Rupees 1,66,000.

13. According to my scale the aggregate is Rupees 1,63,800; and, assuming that the expenditure on your plan will amount to the same as above stated, it is evident that my scale is the cheaper of the two by Rupees 2,200, with the further advantage that we retain a separate Commissioner, the value of whose supervision is undeniable, and ought not to be underrated. Provision is also made for enhancing the salary of a Second Class Assistant and a Tseetkay at Maulmain, at an aggregate charge of Rupees 3,600 per annum; and if you will kindly do me the favor to spread the map before you, and contemplate the great extent of country that has to be administered, and at the same time compare my proposed Establishment with that which has been sanctioned for Pegu, you will, I feel assured, award to me the credit of great moderation.

14. There is, however, one small alteration in my scale which I would certainly be glad to see introduced. It would, I think, be desirable to have four Classes of Goung Gyouks, the first Class to receive 100, the second 80, the third 60, and the fourth 40 Rupees per mensem; but with this trifling alteration, which in the aggregate would make but little difference in the expense, I would be contented for some time to come.

15. With reference to the powers to be assigned to each officer, European and Native, I beg leave to refer you to my letter No. 512 of 12th December last, from which you will learn that it is my opinion that they should remain very much as at present; that is to say, that in Civil cases the Deputy Commissioners shall only exercise appellate jurisdiction in suits tried by

the Tseetkay and the Goung Gyouks; that these latter officers be allowed to receive and try Civil suits of all kinds, and to any amount, except in the District of Maulmain, where for reasons which have already been brought to your notice, it is inexpedient that the Tseetkay or Goung Gyouks should meddle in suits regarding timber. It is also desirable that the Tseetkay of the Town of Maulmain should, as at present, be restricted to suits of value not exceeding Rupees 250. He is essentially the Judge of the Small Cause Court, and in that capacity renders very useful service. As there is an Assistant Commissioner for the trial of all Civil suits exceeding Rupees 250, it would be inconvenient for the Tseetkay also to try cases exceeding that amount. It would lead to clashing and confusion; suitors would be puzzled to know in which Court to institute their suits. It is necessary to draw the line somewhere, and experience has shown that 250 Rupees is the most convenient limit.

16. In Criminal matters I would recommend that the Deputy Commissioners should, as already explained to you in the 2nd paragraph of my letter above alluded to, continue to exercise the same powers as at present; that is, to sentence on conviction to two years' imprisonment with hard labor, and one year in lieu of stripes, and a fine of 500 Rupees, commutable, if not paid, to two years' further imprisonment. Assistant Commissioners with special powers to exercise the same functions as Deputy Commissioners, and those without special powers to be restricted to one year's imprisonment, and six months in lieu of stripes, and a fine of 200 Rupees, commutable, if not paid, to imprisonment for one year more. The junior class of all the Assistants might, until they acquired experience, be restricted to the trial of petty offences, with power to imprison for six months, or impose a fine of 100 Rupees, commutable, if not paid, to a further period of six months' imprisonment.

17. The Native Tseetkays and Goung Gyouks need not, in my opinion, be vested with extensive Criminal powers. I would restrict them to the trial of very petty cases, with authority, in the case of the former, to imprison for fourteen days, and impose a fine of 50 Rupees, commutable to fourteen days' further imprisonment; in the case of the latter, to seven days' imprisonment, and a fine of 20 Rupees, also commutable to seven days' further imprisonment. In cases requiring heavier punishments, the prisoners had better be sent before a Deputy or Assistant Commissioner.

18. As respects the powers to be exercised by the various officers in the Revenue Department, they are of so simple a nature, being confined almost entirely to measuring the land and counting the people, to adjusting the Assessment and collecting the money, to investigating suits regarding arrears on the one hand, or unauthorised exactions on the other, that it is not thought necessary to enter into a minute explanation of them in this place; and having very recently addressed you on the subject generally, I trust I have now placed you in possession of all the information you required.

19. In all cases, and under all circumstances, an appeal should be allowed, within a reasonable time, to the Commissioner. Assisted as he must frequently be by young and inexperienced officers, the right of appeal must not be too much restricted; and it seems essential that his control over the proceedings and orders of all his subordinates should be perfect; in fact he must ever be the pivot on which the whole machine turns, and should not be shackled by forms and Regulations.

20. I much regret that there has been so much delay in replying to your letter under acknowledgment, but it has arisen from causes unfortunately beyond my control.

MAULMAIN,
Commissioner's Office,
The 30th January, 1857.

I have the honor to be,
SIR,
Your most obedient Servant,
A. BOGLE,
Commissioner, Tenasserim and Martaban Provinces.

APPENDIX No. 157.

Officers in the Tenasserim and Martaban Provinces.

No. 696.

FROM

CAPTAIN HENRY HOPKINSON,

Offg. Commissioner, Tenasserim and Martaban Provinces,

To

H. RICKETTS, ESQUIRE,

Commissioner for the revision of Civil salaries and establishments throughout India,

FORT WILLIAM.

Dated Maulmain, the 15th April 1858.

SIR,

I HAVE the honor to acknowledge the receipt of your dispatch of the 19th August 1857, No. 1195, calling for a memorandum of collections of Sea Customs at Maulmain, and for certain information on the subject of the establishment of Tsit-kays and Myo-oks of this commission, and forwarding a report on the officers of the Tenasserim and Martaban provinces, for any remarks on the reforms suggested in it.

2. I regret the delay that has occurred in the transmission of an answer to your requisition bythis office, and the difficulty, with which you have a right to complain, you have at length only got it attended to after so many calls, but I beg you will consider the time and the circumstances in which it came. My predecessor, Major Fytche, had but recently arrived to take charge of this Commissionership; he was not only new to the country, but to his duties, having never officiated as a Commissioner before, and he found a very heavy accumulation of arrears to dispose of. No wonder then that he should have sought to defer the execution of a task, which at the moment it devolved upon him, he might have felt he had neither leisure nor experience to undertake. I too, since I relieved him in the middle of January last, have found business to do which I could not defer, and which required all my attention, and I have had to perform a long journey on circuit to the Southern provinces under my charge.

3. I proceed to notice the heads of your report *seriatim*, and will afterwards dispose of the particular questions put in the letter accompanying it.

4. Colonel Sir Archibald Bogle appears to me to have exhausted the definition of the duties of the Commissioner of these provinces; but I observe you dwell upon the absence of any allusion by him to his duties as a Civil Judge of Appeal. He does, however, include in the enumeration of the responsibilities of his office that he is "Appellate Civil and Criminal "Judge," and he might have deemed it supererogatory to enter into any

explanation as to what was implied by this expression; but most certainly he is the last man who would have wished it to have been understood, from his omission to go into details respecting his judicial functions, that it was because they were trifling or unimportant. I think the very contrary is the case; that if there is any one capacity more than another, in which experience and long training, careful study, a mind habituated to analysis, and a matured and reflective judgment are necessary to the Commissioner's efficiency, it is as the head of the chief Appellate tribunal of these provinces. He must be well versed in, and have been long accustomed to apply general maxims of jurisprudence; he should be acquainted with the laws of evidence, and though, happily for him, he will have little to say to the laws of real property, he must have sufficient knowledge of his subject, not to be often led astray in his reference to the authorities on the law of contracts, the law of bailments, agency, bills of exchange, promissory notes, partnership, in fact, the whole body of mercantile law, in deciding upon questions relating thereto, in which the most practised zillah Judge would often, I suspect, find both difficulty and novelty, and where the latter would have to depend less upon the assistance of his law officers than upon himself. You only state half the case when you characterize the Government of these provinces as the Government of a rude and uncivilized people. To complete it, as I said before, you must take the colonial element into consideration,—that we are constantly called upon to deal with interests belonging to the latest development of civilization, and that John Jones and Richard Smith are nearly as often in our Courts as parties to suits, as are Moung-gan or Shooay-eik,—probably too, the most difficult to govern are those who are below all law, and those who are up to the level of the best law.

5. In my report upon Pegu, I have already expressed myself unfavorable to the scheme of placing Pegu and Tenasserim under one Commissioner. I need not here recapitulate the reasons I gave for my opinion on that occasion, and otherwise, you appear to concede the point; but the more I reflect upon it, the more I am convinced the plan would not work well. A Chief Commissioner over the Commissioners of Arracan, Pegu and Tenasserim seems the only alternative in exchange for the present system, and then the advantage of such an appointment seems to me doubtful, except upon the side of its relieving the Supreme Government of the details imposed upon it by the direct administration of British Burmah. I am not assured that British Burmah would, on the whole, be much better governed through a Chief Commissioner. Questions would be more thoroughly examined into, and where their solution chiefly depended on a local and very exact knowledge of facts, they would be likely to be more correctly disposed of; but, on the other hand, where the application of

broad general comprehensive principles was involved, I would prefer to rely, as now, upon the decision of the Supreme Government, and I must add that for a long time to come, it is the authoritative declaration of broad general principles, that the administration of these provinces will chiefly need. There may be exceptions. I do not refer to exceptions; but, as a general rule, it would, I suppose, be considered inexpedient to appoint to the office of Chief Commissioner, a perfect stranger of these provinces; while again, the appointment of an officer who had no experience of civil Government out of them, would in most cases be considered still more dangerous. Sometimes I have thought, though the idea is perhaps too crude a one to find a place in a formal communication of this nature, that an Under-Secretary for the affairs of British Burmah would not be a bad aid to Government, that is to say, an officer selected from the Burmese civil Commissioners in the ranks subordinate to the Commissioners, who would be always at hand to supply all the local information necessary to the right understanding of Burmah questions.

6. I have no objection to make to the rank you assign among Commissionerships to that of the Tenasserim provinces, nor to the salary you have proposed for the office; the amount is as nearly as possible equivalent to what I estimated it might be fixed at, when I noticed the point in the Pegu report. I think I mentioned Rs. 24,000 and a house. The house I occupy was rented by my predecessor, Major Fytche, at Rs. 250 a month or Rs. 3,000 per annum, and an annual expenditure of Rs. 1,000 more would be required for keeping the grounds in order. I would, however, remind you that in discussing the reduction of the present salary of the Commissioner of the Tenasserim provinces, I started on the assumption of the reduction also of the territorial limits of his jurisdiction, by the transfer of the Shoay-gyeen district to Pegu. I still remain in favor of this transfer, or I believe the next best thing would be if Shoay-gyeen cannot be added to Pegu, that Toungoo should be added to Martaban.

7. Since you wrote on this appointment of Conservator of Forests, it has been abolished, and the Assistant has been left to discharge the duties belonging to it, under the general control of the Superintendent of Forests for Pegu, and who is now therefore styled Superintendent of Forests in Pegu, Martaban and Tenasserim. From what I have seen of the working of this new arrangement, I should say, it will be found to have the rare merit of combining an increase of efficiency with a decrease in expenditure. My predecessor, Sir Archibald Bogle, may appear to have written too slightingly of the service that was to be expected from a Conservator of Forests in Martaban and Tenasserim; but I believe he was not far wrong.

Conservator of Forests salary per annum	*Rs.*	7,200
Travelling allowance	„	1,200
Assistant, salary per annum ...	„	3,600
Travelling allowance	„	1,080
Do. when out on duty.		

Valuable forests are said to exist in province Martaban which might pay the expense of looking after; but the mere gleanings of forests remain in Tenasserim, and the attempt to re-stock them by forming nurseries and plantations, which was the chief business of the Conservator, I fear will prove futile, and a misdirection of capital and labor.

AMHERST INCLUDING THE TOWN OF MAULMAIN.

8. There is little, I think, I can add in illustration of your remarks on this appointment. I should not dispute the correctness of your observation that the Deputy Commissioner's work is easy, that is, in comparison with what devolves upon his brother officers in the same grade at Akyab, Rangoon, Prome, and perhaps Bassein and Shoay-gyeen; but I go further than you, and should also rate his responsibilities less than those belonging to the charge of any of the districts I have just named. My predecessor Major Fytche made a temporary addition, however, to the labors of the Deputy Commissioner of province Amherst by the transfer to his Court of a number of civil Appeals from his own file, which, by the local rules, the Commissioner is empowered to make, and I have it in contemplation to effect a practical revival of his original jurisdiction (the Government understand it to be revived and in full force) by causing him generally to take up all suits in which the valuation of claim exceeds Rupees 5000. You have proposed an increase of salary to this office. Sir Archibald Bogle, I see, thought that no change was called for. My decision on the point would depend upon the manner in which the salaries of other First Class Deputy Commissioners were dealt with. The Ramree and Aeng (Arracan) is the only first class Deputy Commissionership the salary of which I should leave untouched, if I raised that of province Amherst; but then I would also put province Amherst on a level with any other first class district. I hope I do not take a grudging and illiberal view of the matter; but I must confess that an aggregate salary of Rs. 13,200 per annum (including boat allowance) would, in my estimation, be adequate to the office of first class Deputy Commissioner throughout these provinces, yet I would increase the travelling allowance which he now draws, when on actual duty in the interior, to ten Rupees from five Rupees a day; the present rate, which being quite insufficient to cover the expenses of travelling, is always accepted under a sort of protest, and with a dissatisfaction that no addition to the Deputy Commissioner's substantive allowances would remove.

Deputy Commissioner Amherst, salary per annum .. .. *Rs.*	12,000
Boat allowance..... ..... ,,	1,200

9. This is a new appointment which may be conveniently noticed here. It was created in favor of Captain H. Man, 48th Regiment Madras Native Infantry, for the pur-

Superintendent of the Maulmain Jail and Inspector of Jails in the Tenasserim Provinces, Rs. 3,000 per annum.

pose of having the advantage of that officer's long and successful experience in the management of the Singapore jail, in introducing a better system of jail discipline in these provinces. The appointment is held by Captain Man in conjunction with that of Executive Engineer of Tenasserim, on a staff salary of Rs. 600 per mensem; but I am uncertain whether the Government do not regard the arrangement as a temporary one. Captain Man joined the appointment about the middle of May 1857.

First class Assistant Commissioner at Maulmain.

10. In the view you take of the position of the officer who holds this appointment, I entirely concur. This office is a startling anomaly, which was not originally comprehended in the scheme of administration of these provinces; but was developed in the course of time *ex necessitate rei*, as the circumstances of Maulmain changed, and it rose from a mere village to which a stray shipmaster occasionally resorted to be a commercial centre of considerable importance. Ten, say twelve years ago, the Deputy Commissioner took nearly all the original civil business within the town that went beyond the limits of the Tseetkay's cognizance, and even so late as 1850, when I was Deputy Commissioner, I had a few original suits on my file, but it was shortly before I came down to Tenasserim that Sir Archibald Bogle, observing the great increase in litigation, and that its disposal would find full occupation for one officer, while the Deputy Commissioner could devote but a portion of his time to the duties of the Civil Court, and then only at uncertain intervals, and amid numerous interruptions and distractions, relieved the latter of his original jurisdiction, and made the Junior Assistant, what he calls him, "the Civil "Judge of the place." The arrangement had its defects,—the prominent one, that it put an apprentice where a master workman should have been; but I am satisfied I speak the voice of all Maulmain, when I say it was an improvement on the old system,—a Civil Judge was indispensable, and a Civil Judge could have been got in no other way. The Government of those days would hardly have been brought to consent to the creation of a new judicial appointment in the province. Now I would fain hope, not only that your proposition would be favorably entertained to make the salary of the appointment Rs. 7,800 per annum; but that on further consideration, you might be induced to recommend, and the Government be persuaded to agree, that the Maulmain Civil Judgeship should be made an appointment for a 2nd Class Deputy Commissioner on the same salary as the Magistrate and the Deputy Commissioner of Tavoy and Mergui, *viz.* Rs. 9,600 per annum. With the appointment on this footing, there could be secured for it the pick, in point of judicial qualifications, of four officers, all of some standing and experience in Civil employ, and really making due allowance for the difference between a Lieutenant or Captain of Native Infantry, and a Barrister of seven years' standing, £960 per annum does not seem an extravagant remuneration for the work to be performed, when one remembers that the Judge of a

County Court receives £1,200 a year in England, which is equal to twice the amount in this country.

Second Assistant at Maulmain, salary Rs. 6,000 per annum.

11. This officer has, or should have, exactly the powers of an Assistant to the Magistrate in a Regulation district vested with special powers. He is available for the temporary charge of the offices of the Deputy Commissioner and Town Magistrate, when either of those officers are absent on detached duty, and he should be expected to perform any business within his capacity to transact, which either the Commissioner, the Deputy Commissioner, or the Magistrate may have to give him. I include the Commissioner, because I think the junior Assistant can often be most usefully employed in the Commissioner's office in the English department, and with very great advantage to himself, and to his future efficiency when he gets an independent charge. The junior Assistant, since the appointment of a Superintendent to the Maulmain jail, has had nothing to do with the roads and bridges; indeed, the transfer of the jail has in many ways lightened the burden both of his and the Magistrate's duties.

Magistrate of Maulmain and Superintendent of Jail, salary Rs. 9,600 per annum.

12. As just observed, the Magistrate has ceased to be Superintendent of the Maulmain jail; in other respects I have only to ask you to consider my remarks on the Rangoon Magistracy in the Pegu report as exactly applicable, *mutatis mutandis*, to the Maulmain Magistracy.

Collector of Sea Customs at Maulmain, salary .. .. Rs. 4,800

MEMORANDUM OF COLLECTIONS.

1855-56	... ... *Rs.*	70,553
1856-57	... ... *Rs.*	90,765

13. I give in the margin the memorandum of collections called for in your letter. With reference to other salaries in the province, I am scarcely prepared to go with you in your recommendation that the salary of this appointment should be raised to 7,200 per annum or about 8 per cent. on last year's collections. If an increase is to be made at all, and the extraordinary cost of living in Maulmain might furnish a reason which would not otherwise exist for it, it ought not, I think, to go beyond an addition of Rs. 100 per mensem. I am not sure that personal claims on account of great public service rendered, had not something to do with Rs. 7,200 per annum being allowed to the Collector of Customs at Rangoon; but the collections there are also much larger.

Master Attendant	*Rs.*	2,400
And Naval Store-keeper ...	"	1,200
Total per annum		3,600

14. This is an appointment which stands in far greater need of revision and increase than the one just noticed. The Master Attendant at Akyab draws Rs. 450 a month, and has one of the best houses in the place. The Master Attendant at Rangoon has Rs. 400 a month, and house rent when the Government do not provide him quarters.

In both these appointments there is much less to do than there is at Maulmain, where the Master Attendant only receives a bare Rs. 300 a month.

MARTABAN.

15. You notice that "the system in Martaban differs very much from "the system in Amherst." The province of Martaban as being altogether under the Supreme Government was included in the scheme of administration drawn up for Pegu; hence the difference, and it follows that in dealing with Martaban, the principles, practice and experience of the Pegu system of administration should be referred to. Under that system the Deputy Commissioner would hear appeals from the decisions of the Courts of the Assistant Commissioners, and in point of fact, appeals from the Assistant Commissioner in charge of the Sittang sub-division are made to him, and the reason that the same rule does not obtain at Martaban, is in order to the despatch of business and the relief of suitors, in consequence of the close proximity of Martaban to Maulmain, the head quarters of the Commissioner, and its remoteness from Shoay-gyeen, the sudder station of the Deputy Commissioner of Martaban. If convenience, efficiency, the very obviousness of the advantages of the arrangement were to determine the question, the Sub-division of Martaban would be transferred to province Amherst.

Deputy Commissioner, salary per annum	*Rs.*	12,000
Boat allowance	„	1,200
2 Assistant Commissioners, salary per annum	„	6,000
Each boat allowance	„	720
Added since your report—Assistant Commissioner for Yoonzaleen per annum	„	6,000

16. The Assistant Commissioner of Martaban resides, and has his office at Martaban, the sudder station actually within sight and gun shot of the office of the Deputy Commissioner of province Amherst, while he is 137 miles by land and more by water from his chief at Shoay-gyeen. Within the last year, the hill district of the Yoonzaleen has been made a third sub-division with an Assistant in charge. I say nothing of his powers, because as yet their scope has been scarcely determined in regard to the rude and uncivilized tribes whom he has first to reduce into a condition to receive, before he can administer any sort of law to them.

17. The salary of the Deputy Commissioner is, I think, suitable now, but would not be suitable were it left untouched, and the salary of the Deputy Commissioner of province Amherst raised. If one were to look to the arduousness and difficulty of the duties to be performed, and the order of ability required for their discharge in fixing a salary, the Deputy Commissionership of Martaban would most likely be found to claim a higher remuneration than that of Amherst. The difference between the two appointments is very much of the character I made it out to be as between Rangoon and Prome. If the officer in charge of province Amherst has been tolerably well trained to civil duties, is a man of business habits

and is to be found in office during office hours, I really do not see how any thing can go very wrong under him. But much more is required of the Deputy Commissioner of Martaban; he is a political officer with a new province to break into our system. From without he has to preserve his district from the attacks of various independent tribes, and within to keep the peace among hostile races, to prevent their fighting among themselves, or rising in rebellion against his authority. He has then to apply the principles of our administration in regard to revenue, public justice and Police, to quite a new order of things. Constantly so situated, that he must act upon his own responsibility upon questions of the last importance, a mistaken policy or an ill-considered measure may be attended with the most serious consequences. In a word, supposing I had to select two officers for Amherst and Martaban, the one who had greater experience, greater energy and force of character, greater administrative ability, greater tact and temper, in whom I had greater confidence, I should appoint to Martaban. I consider that Martaban should be distinctly recognized as the higher appointment of the two, or the first after the Commissionership of these provinces. It was a different thing before the last Burmese war, when the Deputy Commissioner of province Amherst had to conduct communications with the Burmese, and his district lay throughout its whole length side by side with an enemy's country. I notice that the Assistants at Sittang and in the Yoon-zaleen are called second class Assistants. With reference to their powers they should, I think, be made first class. I do not think that the salary of either of these appointments should be below Rs. 500 per mensem. It might be more useful to make the second class assistantship at Maulmain Rs. 400, when a transfer to Sittang, Yoonzaleen or Martaban would be regarded as it ought to be, as promotion; but I cannot recommend this reduction, considering the expenses of living in Maulmain. A regimental officer has his mess and regimental servants, and no carriage hire to pay to take him to office, and these are advantages which make the greatest possible difference here.

TAVOY.

Deputy Commissioner, salary per annum.	*Rs.*	9,600
Boat allowance	*Rs.*	1,200

18. I have no remarks to make on this appointment; the salary is an appropriate one, and precisely I think what it should be.

19. I entirely agree with you that the salary of this appointment should be Rs. 9,600 per annum. If the population of the district be scanty, the revenue small, and the office duties of the Deputy Commissioner in consequence light, reasons for a reduced salary, the remoteness and terrible isolation of the district, the

MERGUI.

Salary, per annum.	*Rs.*	7,200
Boat allowance	*Rs.*	1,200

dearness and badness of living, the latter occasionally amounting to the actual absence of the food necessary to sustain a European family in health, and the enormous wages that have to be paid to tempt servants to go down there, are reasons for making it higher. The land and water journeys the Deputy Commissioner has to take during his district tours are expensive, attended with considerable exposure, and when by water with no slight risk. How absolutely Mergui is often cut off from communication with the rest of the world, will be understood from the fact that the first news the Deputy Commissioner had there of the terrible events in India last year was from a vessel accidentally putting in at Mergui for wood, or water, or provisions, or something, on her way up to Calcutta from China. An Overland Mail will sometimes be as long getting to Mergui from Maulmain, as in getting to Maulmain from England. But what I am chiefly anxious to see the salary of Mergui raised for is, that there will then be four appointments, *viz.* the Maulmain Town Magistracy, the Maulmain Civil Judgeship (if my recommendation of the footing on which it should be placed be adopted) and the Deputy Commissionership of Tavoy and Mergui, all equally well paid, and thus it will be possible to retain an officer sufficiently long in one of these appointments for him to become really experienced in its duties, and versed in its details. If there be truth in the remark that our feeling ourselves birds of passage in India, is hostile to the spirit of improvement and progress, what is likely to be the result of the annual migrations of officers from district to district in consequence of the latter being differently paid and rated in importance and promotion. It may be a good thing "to shuffle officers about," as a great authority in India is reported to have said, and experience in a particular office may get over-ripe, ripe even to rottenness; but extremes meet, and an officer who does not expect "to be more than a year or two" in this or that district is as little disposed to effect reforms or improvements which he will not be present to see matured, as an officer who has remained in a place so long as to have become so thoroughly habituated to every thing about him, that he thinks no change can be made for the better. Mergui has had no less than three officers in charge during the last year.

20. There now remains for me to notice the points to which you direct my attention, in your letter, relative to the establishment of Tsit-kays and Myo-oks in the districts of this Commission, but I am afraid I must do so more briefly than a full treatment of the subject requires. I might ask you to let me refer you to what I said about Myo-oks and Tsit-kays and Native agency generally, in my report from Pegu, which is generally applicable to what is found to be the case in these provinces; but I may allow that thirty-two years passed under the rule of the Government of India, has not been without a beneficial effect in improving the character of our Native officers,

and that though very far indeed from being an efficient body of men, they do not deserve so sweeping a condemnation as I am afraid I ventured, but I hope not unjustifiably, to pronounce upon the Pegu officials. A late measure of Major Phayre's, however, than whom no one holds a higher opinion of the Burmese, seems almost to endorse my views. I allude to the removal of all the Goungs (Darogahs) holding office in the town of Rangoon, and the appointment of Europeans or Anglo-Indians in their place. I dare say special, and very ingenious reasons may be advanced, to show that what may hold good in one case, does not hold good in another; but I will leave it to you, as not being probably pledged to the support of any particular theory in the matter, to decide whether if in all Rangoon there cannot be found half a dozen Burmese fit to be entrusted with the duties of Thannadars, or subordinate Police officers, under the immediate supervision of two European officers, it is likely that a sufficient number can be found in the interior qualified to act in almost independent charges, as superior Police officers, Magistrates and Judges.

21. In the Martaban and Tenasserim provinces there are four Tsit-kays, six Myo-thoo-gyees, and 26 Goung Gyouks, who in 1855 decided 7684 suits, which gives to each person 17 suits per mensem. Moreover, of these suits, 35 cases were transferred to the 2nd Assistant Commissioner, and 298 cases to the 1st Assistant Commissioner from the Court of the Tsit-kay of Maulmain. You observe that one-half the number of officers should dispose of this number of cases, as indeed they well might if they had nothing else to do; but the trial and decision of civil suits is a mere incident to the office of Myo-thoo-gyee or Goung Gyouk. He is also a petty Magistrate, a Deputy Collector and Chief, I had nearly said only Police officer in the district over which he presides. He is in fact a native Superintendent, a repetition in little of the Deputy Commissioner. One Goung Gyouk did not decide a single civil case in 1856, another had only 14 cases, another 4, another 15, another 6 cases. Several of these officers are stationed in remote tracts among barbarous people, who settle their disputes among themselves, and if the Goung Gyouk keeps such tolerably quiet, reports them when they are not, collects the scanty tribute they have to pay, and performs faithfully his duty as mediator between them and us or as our representative with them when occasion requires, he does all that is required of him.

22. The number of these officers will not bear reduction, unless paradoxically, you will put the reduction upon the ground that in several instances a Goung Gyoukship includes such a wide tract of country that there might be as well none at all, as only one officer appointed to its management.

23. The pay of some of the Goung Gyouks requires increase; there are no "local causes which make Rs. 25 and 20 per mensem sufficient remunera-

"tion," on the contrary cases have come under my notice in which local causes are operative precisely the other way. Malewoon and Lenya in the Mergui district are both Goung Gyoukships of Rs. 25 a month, which require to be raised to at least Rs. 40 to make it worth while any useful man taking either of them. The two Karcen Goung Gyoukships at Tavoy should also each be made an appointment of Rs. 40 if not Rs. 50 a month. The salary of the Myo-thoo-gyee of Amherst, a most important office, should be raised from 40 to 80 Rs. a month. The town or village and port of Amherst is under the charge of this functionary, and it is a most serious one, except as regards revenue responsibilities, than is to be found out of the sudder stations. As under a somewhat different system of administration the native agency employed in Martaban should not be lumped with that of Tenasserim, it is now arranged in the manner marginally cited, and I have no information to go upon for the assumption that the arrangement could be improved. In province Amherst, I would abolish the designation of Myo-thoo-gyee, which is a distinction without a difference, from the term Goung Gyouk, and I would re-arrange Goung Gyouks and Myo-thoo-gyees as noted in the margin, which includes a provision for the Amherst man on Rs. 80 a month, and effects a saving of Rs. 5 on the whole establishment. The Tavoy and Mergui Goung Gyouks I would leave for the present as they are, except that I recommend an increase of Rs. 40 a month to the Tavoy establishment, to make the salaries of the two Kareen Goung Gyouks up to Rs. 40 ; and in the same way an addition of Rs. 30 at Mergui between the two Goung Gyouks who now draw only Rs. 25 a month each. I do not, on the whole, think it necessary to introduce the higher scale for the payment of Goung Gyouks which you have proposed for Pegu. For our appointment of Rs. 40 and 50 a month, I believe generally we shall obtain as good men at those rates as at Rs. 80 or Rs. 100. As to giving our Goung Gyouks salaries above all ordinary temptations, were I to consult the people or the Missionaries they would tell me, that the highest paid Burmese officials take the most, not that they are more corrupt, but that they require to be corrupted on a scale suitable to their dignity.

2	*Goung Gyouks on*	100	... ...	*Rs.* 200
3	*Ditto*	80	... ..	„ 240
3	*Ditto*	60	... ..	„ 180
	Total		... ...	*Rs.* 620

Present.				Proposed.			
4	*Goung Gyouks at*	100	*Rs.* 400	2	*Goung Gyouks at*	100	*Rs.* 200
1	*Ditto*	...	„ 75	4	*Ditto*	80	„ 320
1	*Myo-thoo-gyee*	...	„ 60	5	*Ditto*	50	„ 250
4	*Ditto*	...	„ 200		*Total*		...*Rs.* 770
1	*Ditto*	...	„ 40				
	Total		...*Rs.* 775				

24. In reply to the 7th, 8th and 9th paragraphs, I beg to tender the following explanations of the incongruities of which they contain notice. The jurisdiction of the Tsit-kay of Amherst, it should be rather said of the town of Maulmain, is limited to Rs. 250, because Tsit-kays in the Tenasserim

province answer more nearly them to any thing else, to the office of Moonsiff in Bengal; they are only to be found in the sudder stations working in a Court subordinate to the Deputy Commissioner, and practically they do not exercise any police, criminal, or revenue functions, their designations has lately been changed by order of Government to that of 3rd Class Assistant Commissioners, the Martaban Tsit-kay, on the other hand, is, on the Pegu system, a superior sort of Myo-ok. The same explanation holds good as to the Goung Gyouks in Martaban as Myo-oks, their jurisdiction extend up to Rs. 500 as it does in Pegu, but in Tenasserim the jurisdiction of the Goung Gyouk is unlimited, and by the strict construction of our local code, their Courts are the only Courts of first instance.

I have the honor to be,
SIR,
Your most obedient Servant,

HENRY HOPKINSON,
Offg. Comr., Tenasserim and Martaban Provinces.

APPENDIX No. 152.

Officers in Arracan.

No. 617.

GENERAL DEPARTMENT.

FROM

THE JUNIOR SECRETARY TO THE GOVERNMENT OF BENGAL.

TO

THE COMMISSIONER FOR THE REVISION OF CIVIL SALARIES AND ESTABLISHMENTS.

Dated Fort William, the 21st October 1857.

SIR,

IN continuation of my letter No. 616, of this day's date, and with reference to your proposed Report on the Officers in Arracan, I am directed to make the following observations.

2. You proposed an increase to the salaries of the following officers :—

Principal Assistant	in Akyab	from Rs.	12,000 to 14,400
2nd Ditto	in Ditto	„	9,600 to 10,800
Junior Ditto	in Ditto	„	6,000 to 7,800
Principal Assistant	in Sandoway	„	8,400 to 9,600

The Principal Assistant's salary in Ramree to continue at Rupees 12,000.

A new appointment of Uncovenanted Assistant in Ramree, on Rupees 4,800, to be created.

And you propose to decrease the salary of the Commissioner of Arracan from Rupees 20,400 to Rupees 20,000, and to withdraw the house-rent allowance of Rupees 2,400. These arrangements would involve an increased expenditure of Rupees 11,000.

3. You remark that the position of all the officers employed in Arracan calls for very favorable consideration. The unhealthiness of the climate, and the separation from all society, especially at Ramree and Sandoway, are great drawbacks, and now the greatly increased price of provisions of every sort, and the exorbitant wages demanded by servants of every class, have greatly altered the position of *all* those employed in the Province.

4. The Lieutenant-Governor observes that, with the above admirable reasons, why the officers should be treated with consideration, you have proposed the reduction of the Commissioner's salary, which was reduced only a few years ago to an extent very much to be deprecated. This further reduction, if allowed, will affect the importance and efficiency of the officer very materially, and His Honor trusts that it will not be readily permitted.

I have the honor to be,

SIR,

Your most obedient servant,

C. T. BUCKLAND,

Junior Secretary to the Government of Bengal.

G. A. SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO. 1, WESTON'S LANE, COSSITOLLAH.

520.

APPENDIX No. 153.

Officer in Chota Nagpore.

No. 618.

GENERAL DEPARTMENT.

FROM

THE JUNIOR SECRETARY TO THE GOVERNMENT OF BENGAL,

TO

THE COMMISSIONER FOR THE REVISION OF CIVIL SALARIES AND ESTABLISHMENTS.

Dated Fort William, the 21st October 1857.

SIR,

IN continuation of my letter No. 617 of this day's date, and with reference to your proposed Report on the "Officers in the Chota Nagpore Division," I amd esired to observe that, though arrangements recommended by you involve an increase of expenditure of Company's Rupees 5,400 per annum, the Lieutenant-Governor very greatly doubts the wisdom of reducing the salary of the important office of Commissioner of this extensive jurisdiction from Rupees 30,000 to 24,000.

I have the honor to be,

SIR,

Your most obedient servant,

C. T. BUCKLAND,

Junior Secretary to the Government of Bengal.

G. A. SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO. 1, WESTON'S LANE, COSSITOLLAH.

528.

APPENDIX No. 154.

Officers in Assam.

No. 671.

GENERAL DEPARTMENT.

FROM

THE JUNIOR SECRETARY TO THE GOVERNMENT OF BENGAL,

TO

H. RICKETTS, ESQUIRE,

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

Dated Fort William, the 19th November 1857.

SIR,

I AM directed to acknowledge the receipt of your letter No. 1267, dated the 6th ultimo, submitting a copy of your proposed Report on "the Officers of the Province of Assam."

2. In reply, I am desired to inform you that the Lieutenant-Governor considers that your suggestion for the division of Assam into two Commissionerships would be a decided improvement over the arrangement at present in force; but the salary of Rupees 20,000 per annum proposed for each Commissioner appears to His Honor totally inadequate, and such as will not be found in practice to succeed in securing or retaining the services of efficient officers.

3. The present salary of the Commissioner of Assam, *viz.* Rupees 24,000 per annum, has been always considered too low, and though, under existing circumstances, the Lieutenant-Governor would not propose actually to increase it, His Honor would by no means consent to assign to either Commissioner a salary less than that which is now received by Colonel Jenkins.

4. The Lieutenant-Governor observes that the salaries now drawn by the District Officers in Assam seem apparently suited to the system of Civil Administration as conducted by Military officers, but His Honor is not aware if this system is likely to be maintained.

I have the honor to be,

SIR,

Your most obedient servant,

C. T. BUCKLAND,

Junior Secretary to the Government of Bengal.

G. A. FAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), No. 1, WESTON'S LANE, COSSITOLLAH.

c.530

APPENDIX No. 155.

Superintendent of Darjeeling.

No. 615.

GENERAL DEPARTMENT.

FROM

THE JUNIOR SECRETARY TO THE GOVERNMENT OF BENGAL,

TO

THE COMMISSIONER FOR THE REVISION OF CIVIL SALARIES AND ESTABLISHMENTS.

Dated Fort William, the 21st October 1857.

SIR,

IN continuation of my letter No. 614, of this day's date, and with reference to your proposed Report on the office of Superintendent of Darjeeling, I am directed to make the following observations:—

2. You state that you do not think any case is made out for increasing the salary of the Superintendent, but that, on the contrary, his salary may be reduced to Rupees 9,600 per annum, which is the amount of salary drawn by the Superintendent of Deyrah Dhoon, the Officer in charge of Mairwaree, and of the 4th class District Officers in Pegu. You propose to give the Superintendent an Uncovenanted Assistant on Rupees 250 per mensem, with an establishment allowance of Rupees 75. The saving effected under your proposed arrangements would be Rupees 900 per annum.

3. The Lieutenant-Governor views the proposed reduction in the salary of the Superintendent of Darjeeling as a very short-sighted recommendation. The Superintendent, owing to the exposed and isolated position of the district, is, and must be, an officer of large and final powers in a multitude of matters, among a large and increasing European community, not very easy to manage, except by a person of judgment, years, and capacity. Great confusion would ensue if the chief (and only) civil functionary at such a place were a young inexperienced officer, with a salary insufficient to enable him to support his position among the ordinary visitors to the station. This will be all the more felt when Darjeeling becomes (as it will) a large military station, and by the increased cultivation of tea and other products also acquires importance in a commercial point of view.

4. The Superintendent of Darjeeling appears to the Lieutenant-Governor to have nothing in common with the Superintendent of Deyrah Dhoon, where there is no large European society, and where the Superintendent is within easy reach of superior civil control.

5. The Superintendent of Darjeeling has recently received the full powers of a Sessions Judge, and his trials are not referred to the Sudder, nor are his decisions appealable. The Lieutenant-Governor cannot, therefore, imagine a greater mistake than to reduce the salary and position of this important office.

I have the honor to be,

SIR,

Your most obedient Servant,

C. T. BUCKLAND,

Junior Secretary to the Government of Bengal.

G. A. SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO. 1, WESTON'S LANE, COSSITOLLAH.

532

APPENDIX No. 156.

Officers of the Sonthal Pergunnahs.

No. 219.

GENERAL DEPARTMENT.

FROM

THE JUNIOR SECRETARY TO THE GOVERNMENT OF BENGAL,

TO

H. RICKETTS, ESQUIRE,

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

Dated Fort William, the 18th February 1858.

SIR,

I AM directed to acknowledge the receipt of your letter No. 1418, dated the 4th instant, submitting your proposed Report on the "Officers of the Sonthal Pergunnahs," and in reply to inform you that the Lieutenant-Governor concurs entirely in the remarks and suggestions which you have made for raising the pay of those officers.

2. I am desired to add, that the salaries now drawn by the Sonthal Pergunnah Officers were originally fixed by the Lieutenant-Governor, but an actual experience of two years had convinced His Honor that they were rated on too low a scale; and if the proposal to increase them had not emanated from you, His Honor would have himself strongly recommended the measure to the favorable consideration of the Supreme Government.

I have the honor to be,

SIR,

Your most obedient servant,

C. T. BUCKLAND,

Junior Secretary to the Government of Bengal.

G. A. SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO. 1, WESTON'S LANE, COSSITOLLAH.

534.

APPENDIX No. 15.

Uncovenanted Assistants to Superintendent of Tributary Mehals, Cuttack.

No. 619.

GENERAL DEPARTMENT.

FROM

THE JUNIOR SECRETARY TO THE GOVERNMENT OF BENGAL,

TO

THE COMMISSIONER FOR THE REVISION OF
CIVIL SALARIES AND ESTABLISHMENTS.

Dated Fort William, the 21st October 1857.

SIR,

IN continuation of my letter No. 618, of this day's date, I am directed to state that the Lieutenant-Governor has no observations to make on your proposed Report on the Office of Uncovenanted Assistant to the Superintendent of Tributary Mehals in Cuttack, in which you recommend a prospective increase of Rupees 100 per mensem to the salary of the incumbent, after a service of ten years.

I have the honor to be,

SIR,

Your most obedient servant,

C. T. BUCKLAND,

Junior Secretary to the Government of Bengal.

G. A. SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), No. 1, WESTON'S LANE, COSSITOLLAH.

530

Appendix No. 758

Officers in Kumaon, Dehra, Neemuch, Bhutteana Nimar, Ajmere Mairwara.

No. 2059 of 1856.

FROM

C. B. THORNHILL, ESQ.,

Offg. Secy. to Government of the North Western Provinces.

TO

H. RICKETTS, ESQ.,

Commissioner for revision of Civil Salaries, &c.

NYNEE TAL, DATED HEAD QUARTERS, 31st *October*, 1856.

SIR,

I am directed to acknowledge the receipt of your letters noted in the margin,* and to state in reply that their consideration was deferred until your final proposals were received regarding the salaries and arrangements of the Saugor and Nerbudda Territory.

No. 187 dated 6th September 1856, on the establishment for Kumaon, Dehra, Neemuch, Bhutteeana, Nimar, &c
No. 188 of the 8th Sept 1856, on the establishment for Ajmere and Mairwara

2. On your letter of the 6th September the Lieutenant Governor observes that he sees no reason to dissent from any of your recommendations contained therein, except with reference to the office of Superintendent of Bhutteeana. The Superintendent at that place is peculiarly situated in having no other promotion to look to. The officers in charge of the Neemuch and Nimar districts may hope for advancement in political employment under the Agents in Rajpootana and at Indore, on showing themselves to possess due energy and ability. Practically also the position of the Superintendent of Bhutteeana is one of considerable independent responsibility, as communication with the Agent at Delhi is not frequent or easy.

3. The Lieutenant Governor would therefore wish that the salary of this office should be fixed at not less than that of a second instead of a third class Deputy Commissioner in the Saugor Territory.

4. As the question regarding the proper salary of the Senior Assistant of the Kumaon district remained undecided only on account of the reference made to you, and as the late Senior Assistant, Captain Ramsay, drew the higher pay of Rs. 1,000 per mensem, the Lieutenant Governor thinks it fair that the rate now proposed by you should, if approved by the Supreme Government have effect from the date on which Mr Watson succeeded Captain Ramsay.

5. In regard to the office of Commissioner of Ajmere, the Lieutenant Governor would certainly not wish any alterations to be made, while Colonel Dixon may retain this appointment. He would mention that petitions against the orders of that officer are frequently and freely received by the Government, and are made the subject of communication with him as may seem necessary. The details of the arrangements and salaries to be determined when Colonel Dixon may cease to be Commissioner may perhaps best be reserved for discussion at that time.

6. I am desired however to state that the Lieutenant Governor is clearly of opinion, that the chief superintendence over the Ajmere, as now over the Neemuch administration, should be committed to the Agent Governor General in Rajpootana, subject to the control of this Government.

7. I am directed to add that from the saving shown in the last para. of your note on this subject, it will apparently be necessary to deduct the military pay and allowances of the separate officer who may be placed in command of the Mair corps.

8. Your original memorandum will be returned hereafter.

I have the honor to be,

SIR,

Your most obedient servant,

C. B. THORNHILL,

Offg. Secy. to Govt. N. W. P.

538.

APPENDIX No. 157.

The Officers in Sattara.

No. 771 of 1858.

TERRITORIAL DEPARTMENT, REVENUE.

To

H. RICKETTS, ESQUIRE,

Commissioner for the revision of Civil salaries and establishments throughout India.

Bombay Castle, 26*th February* 1858.

SIR,

Minute by the Hon'ble Mr. Reeves, dated the 10th February 1858.
Minute by the Right Hon'ble the Governor, concurred in by the Hon'ble Mr. Malet, dated the 12th February 1858.

I AM directed to forward herewith, a copy of the Minutes, as per margin, recorded by the members of this Government on your report on "Sattara."

I have the honor to be,

SIR,

Your most obedient Servant,

H. YOUNG,

Chief Secy. to Government.

540

APPENDIX No. 160

The Officers in Sattara.

MINUTE BY THE HON'BLE MR. REEVES.

Mr. Ricketts recommends that the Collector of Sattara should, in consideration of the great importance of his office, receive Rs. 30,000 per annum. instead of Rs. 28,000, and in this I cordially concur.

He also recommends that Sattara be not brought under the Regulations, until the enquiry into the alienations shall have been completed. Here also I agree.

The salary of the Judicial Assistant he does not propose to interfere with.

That of the 1st Assistant he considers should be exactly the same as that of other 1st Assistants, Rs. 800 per mensem. This has been twice recommended by this Government, nothing can be more just. The same in regard to the 2nd Assistant, who is proposed for Rs. 650. The 3rd Assistant should, Mr. Ricketts observes, have Rs. 500 per mensem, and he adds it as his opinion that no Assistant should be sent to this province until he has had some experience and passed the examination. But of what use is an Assistant anywhere, until he has had some experience? just as little as at Sattara. The first and second standards must be passed every where. Mr. Rose has two good and experienced Assistants, and with these and his deputies he gets on well.

Mr. Ricketts complains that although they have rules for the Punjaub, rules for Pegu, rules for Tenasserim, for Assam, for Kurnool and Ganjam, all differing more or less from one another, we have framed none for Sattara, and he considers this an evil which calls for remedy. I see no reason for complaint. The province is managed in accordance with the spirit of the laws and acts of the Government of this Presidency, and with all other rules laid down in all other departments. This is sufficient while it constitutes a most excellent introduction to the laws which will hereafter be unbendingly enforced.

H. REEVES.

10*th February* 1858.

542

APPENDIX No. 161.

The Officers in Sattara.

MINUTE BY THE RIGHT HON'BLE THE GOVERNOR, DATED THE 12TH FEBRUARY 1858, CONCURRED IN BY THE HON'BLE MR. MALET.

I agree with Mr. Ricketts regarding the salaries at Sattara, but I see no reason for defining the powers of the Collector more exactly than at present.

ELPHINSTONE.
A. MALET.

544

Appendix No. 162 545.
Agents to the Governor of Fort St. George, in Ganjam, Vizagapatam and Kurnool.

REVENUE DEPARTMENT.

No. 1354. B.

Extract from the Minutes of Consultation under date the 24th December 1857.

Read the following Reports from the Commissioner for the Revision of Civil Salaries and Establishments

(Here enter No. 3, 4, 5 on the subject of Agencies.)

The Commissioner in his report above recorded remarks upon the three Districts of Ganjam, Vizagapatam, and Kurnool, over the greater part of the two former of which, and over the whole of the latter, the administration of civil and criminal justice is held, not by the ordinary Courts, but by the Agents to the Governor.

2. In 1839, the annual salaries of the Agents in Ganjam and Vizagapatam were fixed at Rupees 34,200, and 30,000, respectively; the Commissioner admits the importance of the office and the onerous and responsible nature of its duties, but he thinks that its salary may be reduced, though in a manner to make a greater difference than at present between the remuneration of an Agent and a Collector. There is at present a difference amounting to Rupees 5,200, and Rupees 2,000, between the pay of a Collector and the Agents in Ganjam and Vizagapatam respectively; under the Commissioner's proposal the differences will be raised to Rupees 7,000, and 5,000.

3. It is not necessary for the Government to recapitulate the arguments which they have adduced against a reduction of the salaries of Collectors, those arguments apply equally to the case of the Agents, and as the duties and responsibilities of the latter officers are unquestionably heavier than those of the former, and as consequently they are entitled to a higher scale of remuneration, in advocating the retention by Collectors of their present pay, the Government would be understood as advocating also that no change be made in the salaries paid to the Agents. Large portions both of the Ganjam and Vizagapatam Districts are subject to a deadly malaria, and in addition to more laborious duties, the Agents have to risk their health, and, sooner or later, to incur those pecuniary losses, which, in India, a loss of health entails. The difficulties of their position are not less than they were, the advantages of retaining in office men experienced in the Districts are not less, and as those who fill the position of Agents are generally selected for the duty, they have a right to look to extra remuneration for the exercise of those extra qualifications, which they, of all others, are supposed preeminently to possess.

4. The Commissioner would make changes and reductions in the numbers and salaries of the Assistants to the Agents. As regards numbers, the Government will separately express their views as to the employment of Uncovenanted Agency, but as regards the salaries now paid to the Covenanted Assistants, it is their opinion that they are in just proportion to those which they desire to see retained by the Collectors, and to the duties which are required of their recipients. The question will be more fully considered in disposing of the Commissioner's next chapter on Subordinate Revenue Agency.

5. The question of Kurnool is now before the Government of India; it has been proposed to unite with it some parts of Bellary and Cuddapah, to form it into a Collectorate, and place it under the ordinary regulations, it is not therefore necessary to discuss the matter here.

(A True Extract.)

(Signed) H. FORBES,
Acting Secretary to Government.

546.

Appendix No. 163. 547.

Magistracy of the Town of Madras.

JUDICIAL DEPARTMENT.

No. 1545.

To

H. RICKETTS, Esq.

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

SIR,

I am directed to acknowledge the receipt of your letter of 1st October 1857, submitting for the consideration of the Right Honorable the Governor in Council, copies of your proposed reports respecting, (1) the Resident of Travancore, (2) the Magistracies of Calcutta, Madras and Bombay, and (3)the Conservator of Forests and his Assistants in Madras.

2. The papers on the first and last of these subjects have been transferred, for consideration, to the Departments of the Secretariat to which they refer, and will be replied to in those Departments. In regard to the second, viz., the Magistracies of Calcutta, Madras and Bombay, I am instructed to offer the following observations on your remarks in respect of this Presidency.

3. It is observed that you recommend that the salary of the Senior Magistrate should be raised to Rupees 20,000 per annum. The amount originally proposed by this Government, was Rupees 1,400 per mensem, or Rupees 16,800 per annum. They cannot think a higher rate necessary nor recommend its adoption.

4. The pressing want however in the Magisterial establishment at Madras, and one which experience, day by day seems more fully to evince, is the appointment of a fourth Magistrate. The Government would urge the establishment of this office at Rupees 1,000 per mensem; and the increase of the pay of the 3rd Magistrate to the same standard in preference to any other measure connected with the Madras Magistracy. The increased charge would be

	Rs.
1,000 × 12 =	12,000
1,000 — 800 × 12 =	2,400
	14,400

or only Rupees 8,800 per annum above the increase (41,600 — 36,000 = 5,600) involved in your proposal.

I have the honor to be,

Sir,

Your most obedient Servant,

(Signed) T. PYCROFT,
Chief Secretary.

Fort Saint George,
25th November 1857.

Exd. F. Cartlodge.

548.

APPENDIX No. 164.

Commissioner and other Officers of Police for the Town of Calcutta.

No. 182.

GENERAL DEPARTMENT.

FROM

A. R. YOUNG, ESQUIRE,

Secretary to the Government of Bengal,

TO

H. RICKETTS, ESQUIRE,

Commissioner for the revision of Civil salaries and establishments throughout India.

Dated Fort William, the 12th February 1858.

SIR,

I AM directed to acknowledge the receipt of your letter No. 1356, dated the 5th December last, submitting a copy of your purposed report on the salaries of the Commissioners and other officers of Police for the towns of Calcutta, Madras, and Bombay.

2. The Lieutenant-Governor is unable to concur in the arguments you adduce in support of your proposal to reduce the pay of the Commissioner of Calcutta, so as to assimilate it pretty nearly with that drawn by the officers at the head of the Police at Bombay and Madras.

3. If the pay of Magistrates is to be measured and regulated by the territorial extent of their jurisdiction, by the number of the population residing within it, or even by the number of offences committed, or criminals brought to trial, there is scarcely a district in Bengal, the Magistrate of which would not be entitled to a higher salary than the Commissioner of Police in Calcutta.

4. It is not, however, on such considerations as these, that a higher salary has been assigned to the appointment in question than to other magistracies, but because it is obvious, that experience and higher qualifications generally are requisite to the efficient conduct of the duties of the head of the Police at the metropolis than in the mofussil.

5. It is the description, not the extent of the population, on which the difficulty of discharging the functions of a Police Magistrate depends. The Commissioner of Calcutta has to deal with a number of Europeans, high and low, far exceeding that in either Madras or Bombay. There are hundreds of what are technically called loafers, deserters from ships and the army, time-expired convicts and the like; and these, in addition to the numberless criminals among the Natives from all parts of India, require much tact, firmness and experience on the part of the officer at the head of the Police to keep them in check and manage them properly.

APPENDIX No. 164.

Commissioner and other Officers of Police for the Town of Calcutta.

6. In addition to this, it is necessary that the Police Commissioner should maintain such a position in the large and rich society of Calcutta, as can only be done at an expense probably much greater than is requisite at either of the other Presidencies, in consequence of the excessive dearness of living in Calcutta.

7. The importance of having at the head of the Police of this metropolis an officer of standing, ability and experience, has been most strongly proved during the events of the last six months of mutiny and panic; and the Lieutenant-Governor is fully convinced that any attempt to reduce the present pay of the Commissioner of Police in Calcutta, would be a grave error, and he strongly deprecates the proposed measure.

I have the honor to be,

SIR,

Your most obedient Servant,

A. R. YOUNG,

Secretary to the Government of Bengal.

Appendix No. 105.
Commissioners and other Officers of Police for the Town of Madras.

JUDICIAL DEPARTMENT.

No. 1681.

To

THE COMMISSIONER FOR THE REVISION OF CIVIL SALARIES AND ESTABLISHMENTS THROUGHOUT INDIA.

SIR,

1. I am directed by the Right Honorable the Governor in Council to acknowledge the receipt of your letter of 5th Instant, No. 1357, forwarding copy of your proposed report on the salaries of the Commissioners and other Officers of Police for the Towns of Calcutta, Madras and Bombay, and to reply to that portion of it which relates to this Presidency.

2. It is observed, that you recommend 1st that the salary of the Commissioner of Police should be raised from Rs. 18,000 to Rs. 20,000 per annum; and 2ndly that, instead of two Deputy Commissioners, there should be one Deputy Commissioner with subordinate Superintendents of Police.

3. In regard to the 1st of these proposals, it is remarked, that while in your report you suggest that the Commissioner should receive Rs. 20,000 still in the table of results appended thereto, his salary on the proposed scale is entered at Rs. 18,000 per annum.

This is probably a clerical error. With respect, however, to the augmentation the present pay is, I am instructed to state, that which this Government recently recommended for the office on its original creation, and they do not feel themselves warranted in advising any increase.

4. In respect to the second proposal, it may be observed, that it is at present discretionary with Government to have one or two Deputy Commissioners. The Government on the best consideration that they have been able to give the matter, have been led to prefer two, but the arrangement is but of recent origin and it must be for experience to decide, whether in this respect the Madras or the Calcutta plan be the preferable one.

I have the honor to be,

Sir,

Your most obedient Servant,

Fort Saint George,
29th December 1857.

Chief Secretary.

552

APPENDIX No. 66.

Small Cause Court, Calcutta.

No. 2506.

JUDICIAL DEPARTMENT.

FROM

THE JUNIOR SECRETARY TO THE

GOVERNMENT OF BENGAL,

To

THE COMMISSIONER FOR THE REVISION OF CIVIL

SALARIES AND ESTABLISHMENTS,

OOTACAMUND.

Dated Fort William, the 5th September 1857.

SIR,

I AM directed to acknowledge the receipt of your letter No. 1163, dated the 14th Ultimo, forwarding a copy of your purposed remarks on the salaries of the officers of the Calcutta Court of Small Causes, and in reply to state that the Lieutenant-Governor entirely concurs with the first Judge in his opinion as to the inadequacy of the present salary of that appointment.

2. His Honor is well satisfied that the first Judge is at present extremely underpaid, and will still be so after the inconsiderable increase of salary which you have proposed.

I have the honor to be,

SIR,

Your most obedient Servant,

C. T. BUCKLAND,

Junior Secretary to the Government of Bengal.

554.

APPENDIX No. 164.

Small Cause Court, Bombay.

No. 943 of 1857.

Territorial Department, Finance.

From

The ACTING CHIEF SECRETARY to the GOVERNMENT of BOMBAY,

To

H. RICKETTS, Esquire,
Commissioner for the revision of Civil salaries and establishments throughout India.

Bombay Castle, 2nd September 1857.

Sir,

I have had the honor of receiving and placing before Government your letter No. 1165, dated the 14th Ultimo, and its accompaniment.

2. His Lordship in Council has no remarks to offer on the proposals made by you relative to the salaries of the officers of the Small Cause Court in Bombay.

I have the honor to be,
Sir,
Your most obedient Servant,
J. D. INVERARITY,
Acting Chief Secretary to Government.

556.

APPENDIX No. 108.

Superintendents of the Botanical Gardens in Calcutta

No. 697.

From

The Secretary to the Government of Bengal,

To

H. RICKETTS, ESQUIRE,
Commissioner for the revision of Civil Salaries and Establishments throughout India.

DATED FORT WILLIAM, *the* 31*st October*, 1856.

GENERAL.

SIR,

I am directed to acknowledge the receipt of your letter No. 580, dated the 18th Instant, and its enclosure, relating to the office of Superintendent of the Botanical Garden at Calcutta; and in reply to state, that the Lieutenant Governor hesitates to agree in your views in respect to the salary of that appointment. His Honor is disposed to think that the salary which the Honorable the Court of Directors considered in 1847 needful to induce a person of the highest attainments in Natural Science to accept, and retain the office in question, must still be needful now.

I have the honor to be,
Sir,
Your most obedient Servant,
W. GREY,
Secretary to the Government of Bengal.

558.

APPENDIX No. 169.

Superintendents of the Botanical Gardens in the North West Provinces.

No. 2028 *A of* 1856.

From

C. B. THORNHILL, Esquire,
Officiating Secretary to the Government, North West Provinces.

To

H. RICKETTS, Esquire,
Commissioner for the Revision of Civil Salaries and Establishments throughout India.

Dated Head Quarters, Nynee Tal,
25*th October* 1856.

REVENUE DEPARTMENT.

Sir,

I am directed to acknowledge the receipt of your letter No. 580, dated 18th Instant, with enclosed memorandum, relating to the office of Superintendent Botanical Gardens North West Provinces, and in reply to inform you, that the interesting question of the measures most proper to be taken in regard to the tea plantation and factories in these provinces is now under the consideration of the Lieutenant Governor, with reference to a report received, and to a further report expected, from Mr. Fortune; and the subject will be hereafter made one of special communication to the Government of India.

2. Your memorandum is herewith returned, a copy being retained.

I have the honor to be,
Sir,
Your most obedient Servant,
C. B. THORNHILL,
Officiating Secretary to Government North West Provinces.

Head Quarters, Nynee Tal,
the 25*th October*, 1856.

560

Appendix No. 11.

Conservator of Forests in Madras and Superintendent of Botanical Garden at Bangalore.

REVENUE DEPARTMENT.

No. 26.

Extract from the Minutes of Consultation under date the 8th January 1858.

Read the following Extract from the Minutes of Consultation in the Judicial Department.

Referring for consideration to the Political and Revenue Departments certain papers relating to the Resident of Travancore and the Conservator of Forests. (Here enter 25th Nov. 1857, No. 1544.)

1. On the 17th of October 1856, the Government of India, in approving of a proposal made by the Commissioner of Mysore to establish a Horticultural garden at Bangalore, sanctioned a monthly allowance of Rupees 200 to Dr. Cleghorn who had been selected as the Superintendent.

2. On the 7th of June 1856, the Governor General in Council approved of certain arrangements proposed by this Government, for placing the forest department on an efficient footing, and sanctioned an Establishment, at the head of which was to be a Conservator on a monthly salary of 1,000 Rupees; for this office also Dr. Cleghorn was selected, and the Governor General in Council, in limiting his salary to 1,000 Rupees, made special reference to the fact that he already received Rupees 200, as Superintendent of the gardens at Bangalore.

3. The Commissioner for the revision of Civil Salaries and Establishments, in the communication quoted at the head of these proceedings, recommends that the Conservator's salary shall henceforth be 1,000 Rupees a month for the performance of the double duty of Superintending the Bangalore garden and of attending to the varied and important duties connected with the care of all the forests throughout the Presidency of Madras, and this recommendation the Right Honorable the Governor in Council finds himself unable to support.

4. Twelve months have not yet elapsed since practical effect was given to the arrangement sanctioned by the Government of India, after full consideration by this Government and by the Governor General in Council, and His Lordship in Council is unaware of any circumstances which would render it expedient to set aside a scheme so recently approved, and to make changes and alterations in a department, which can hardly even yet be said to be fully organized, and which certainly has not yet had time to develope its practical utility.

5. Dr. Cleghorn's peculiar aptitude has led two separate authorities to select him for the discharge of two distinct duties, there is no necessary connection between the forests of Madras, which are under this Government, and the gardens at Bangalore, which are under the Government of India, there is no certainty that, should Dr. Cleghorn vacate his present office, his successor in the office of Conservator, would succeed him also as Superintendent of the gardens at Bangalore, his salary in either department has been fixed with reference to the labor and responsibilty of his duties, and as long as both are efficiently performed, it is not apparent why he should receive remuneration for only one.

6. The Commissioner bases his recommendation on his inability to see any reason why the Conservator of the Madras forests should be paid on a higher scale than similar officers in Bombay and the North Western Provinces where the salaries are 1,000 Rupees a month, and this inability is shared by the Right Honorable the Governor in Council, he claims for the Madras Conservator as such what is granted to the Conservators of Bombay and the North Western Provinces, and he claims no more, but he is wholly unable to allow that extra work does not deserve extra pay, or that when an officer's peculiar fitness entails on him the burthen of two duties, he is fairly paid at the same rate as those who perform only one.

7. From the Commissioner's report it appears that he has proposed that the Superintendent of the Botanical gardens and Professor of Botany at Calcutta, shall receive a monthly salary of Rupees 1,350, besides an official residence; his charge is limited in extent, and his duties detain him at the Presidency, the Government do not question that his salary, has been proportioned to his labors, but accepting this as a fact, they are clearly of opinion that the double duty imposed on Dr. Cleghorn, his extensive charge, his laborious journies, and the wear and tear of health and constitution which his constant exposure to the influence of unhealthy climates necessitates, are only adequately remunerated by the salary he now enjoys.

(A true Extract.)

(Signed) H. FORBES,

Acting Secretary to Government.

APPENDIX No. 141.

The Conservator of Forests and Superintendent of Botanical Gardens, Bombay, and his Assistants.

No. 4785 OF 1857.

TERRITORIAL DEPARTMENT, REVENUE

To

H. RICKETTS, ESQUIRE,

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

Bombay Castle, 5th November 1857.

SIR,

I AM directed to acknowledge the receipt of your letter No. 1266, dated the 6th ultimo, forwarding copy of your proposed Report on the "Conservator of Forests and Superintendent of Botanical Gardens, Bombay, and his Assistants," and to inform you that the Right Honorable the Governor in Council agrees generally in the views expressed by you.

2. I am directed to observe that the principal change which you propose to introduce is the separation of the Forest Conservancy from the charge of the Timber Depôt at Bombay. The latter was placed under the Conservator of Forests chiefly with the view of removing it from its immediate connexion with the Dock Yard, which was believed to lead to great waste and extravagance. But the duties of an active supervision over the Forests and over the Timber Depôt at Bombay are clearly incompatible, and his Lordship in Council is of opinion that you are right in proposing that they be separated.

I have the honor to be,

SIR,

Your most obedient servant,

H. YOUNG,

Chief Secretary to Government.

G. A. SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO. 1, WESTON'S LANE, COSSITOLLAH.

364

APPENDIX No. 142.

Separation of the Forest Conservancy from the Charge of the Timber Depôt, Bombay.

No. 5368 of 1857.

TERRITORIAL DEPARTMENT, REVENUE.

To

H. RICKETTS, ESQUIRE,

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

Bombay Castle, 24th December 1857.

SIR,

WITH reference to your letter No. 1113, dated 23rd July last, and to paragraph 2 of mine of the 5th ultimo, No. 4785, I am directed to forward, for your information, a copy of the papers noted in the margin.

Government Resolution No. 3745, dated the 13th August 1857.
Letter from the Chief Engineer of Public Works, No. 5130, dated the 26th September 1857, with accompaniment.
Government Resolution No. 5007, dated the 19th November 1857.
Letter from the Acting Chief Engineer of Public Works, No. 6215, dated the 3rd December 1857.

2. It appears to His Lordship in Council that the connection between the Chief Engineer of Public Works and the Timber Depôt is not of the nature objected to by you. The Chief Engineer's is not an executive office like the Dock-yard, but an office of control, and it seems very advisable that such control should extend to the Timber Depôt.

I have the honor to be,

SIR,

Your most obedient servant,

H. YOUNG,

Chief Secretary to Government.

No. 3745 of 1857.

TERRITORIAL DEPARTMENT, REVENUE.

To

THE CHIEF ENGINEER OF PUBLIC WORKS.

Dated, Bombay Castle, 13th August 1857.

COPY of the Resolution passed by Government on a letter from the Commissioner for the Revision of Civil Salaries and Establishments throughout India, No. 1113, dated 23rd July 1857, requesting, with reference to a proposal, to increase the salary of Mr. Williams, Assistant Conservator of Forests in charge of the Timber Depôt at Bombay, to be furnished with information on certain points.

A copy of Mr. Ricketts' letter to be forwarded to the Chief Engineer of Public Works, who should be requested to furnish the required information in communication with the Conservator of Forests.

(Signed) J. D. INVERARITY,

Acting Chief Secretary to Government.

APPENDIX No. 142

Separation of the Forest Conservancy from the Charge of the Timber Depôt, Bombay.

No. 5130 OF 1857.

TERRITORIAL DEPARTMENT, REVENUE.

To

THE RIGHT HONORABLE LORD ELPHINSTONE, G. C. H.,

Governor and President in Council.

Office of the Chief Engineer of Public Works,

Bombay, 26th September 1857.

MY LORD,

IN reply to the Government Resolution under Mr. Officiating Chief Secretary Inverarity's Memorandum No. 3745, of the 13th ultimo, I have the honor to submit a statement prepared by Mr. Williams, Assistant Conservator of Forests in charge of the Timber Depôt in Bombay, showing the value of his half-yearly receipts and issues of timber from the 1st November 1854 to the 30th April last inclusive, and the value of the timber on hand at the end of each half-year during that period.

2 In submitting this statement, the Conservator of Forests observes:—"This Table "will show the extent of the work and of the responsibility, both of which are considerable. "The Conservator begs to add that, adverting to the general dearness of living, &c., in "Bombay, he is respectfully of opinion—

"That a sum of Rupees 300 for salary, Rupees 45 for house rent, and Rupees 30 "palanquin allowance, the latter until a Public Central Depôt can be provided, is not "more than sufficient to ensure the services of a good Assistant.

"That the officer in charge of this branch should hold it as an Assistant to some "other office rather than as an independent situation, the Conservator thinks there can "be no doubt.

"The reasons for this opinion will, doubtless, be evident to the Chief Engineer as well "as to the Salaries' Commissioner. The Conservator is not prepared to say that the super-"intendence of such an appointment could be so fitly entrusted to any officer as to the "Conservator, in whose hands it now is.

"In virtue of his superintendence, the Conservator has the whole of the material fur-"nished from the other depôts frequently under his review, and he can thus judge as to "the state of their efficiency as regards supplies.

"Moreover, it is probable that much correspondence and frequent references, which "might otherwise be necessary, are saved by the existing arrangement.

"In advocating a continuance of it, the Conservator cannot be supposed to do so "from any motive of personal interest or advantage; on the contrary, the charge adds "considerably to the extent of his duties and multiplies his responsibilities.

"The opinion he has given is grounded solely on a view of advantage to the public "service."

APPENDIX No. 142.

Separation of the Forest Conservancy from the Charge of the Timber Depôt, Bombay.

3. The salary and allowances proposed by Dr. Gibson, for the Assistant in charge of the Timber Store in Bombay, are not, I think, more than necessary to secure the services of a competent and trustworthy individual.

4. On the question whether the charge of timber should not, in preference to the present arrangement, be vested in an independent officer, I should perhaps be disposed to agree with Mr. Ricketts, if there were not a most serious objection to such a change in the increased expenditure which it would necessarily involve. In Mr. Ricketts' opinion, that the superintendency of the depôt might be beneficially united with some other office, I am not able to concur. It is true that the charge of the timber in Bombay, at present, gives more ample employment to Mr. Williams, because it is spread over a large extent of ground, from Middle Colaba to the Mazagon Yard, about 5 miles, and that this additional work would cease were the timber collected in one depôt; but there does not seem to be any immediate prospect of such a depôt being sanctioned for him. Mr. Williams states that he is frequently out from 5 A. M to 6 P. M., and often at nights, owing to the exposed situation of the timber. There are also much care and labor connected with the receipt and landings of supplies, their occasional transmission to Sind or other countries, and even their issue in Bombay. I believe, therefore, that Mr. Ricketts is mistaken in supposing that the charge of so large a depôt as that of Bombay can scarcely afford sufficient employment for an active person. On the contrary, under present circumstances at least, the Superintendent has as much to do as he can well attend to. His duties, moreover, are of a nature which require him to be always at hand. If some other office be joined to the charge of the depôt, it could only, in my opinion, be one requiring very little time or attention—a sinecure in fact, added for the purpose of increasing the emoluments of the office; and such addition must, in some shape, I presume, be made, if the Superintendent be promoted from the situation of Assistant to that of Independent Manager and Controller of the depôt.

5. I am not prepared to recommend this change under existing circumstances. I am aware of some inconveniences which attend the present arrangement, but believe they are obviated in practice by the Conservator vesting his assistant, during his absence from Bombay, with certain discretionary powers.

I have the honor to be, &c.,

(Signed) CHARLES WADDINGTON, *Major-General,*
Chief Engineer of Public Works.

STATEMENT

A.

STATEMENT showing the Value of Half-yearly Receipts and Issues of Timber at the Main Timber Depôt, Bombay, from 1st November 1854 to April 1857.

Half-year.	Value of Receipts.			Value of Issues.			Value of the Stock on hand at the end of each Half-year.			REMARKS.
	Rs.	As.	P.	Rs.	As.	P.	Rs.	As.	P.	
Half-year commencing from 1st November 1854 to 30th April 1855 ...	4,06,212	11	7	26,447	0	9	3,79,765	10	10	
Ditto ditto from 1st May to 31st October 1855.....	5,51,409	15	5	67,352	4	11	8,63,823	5	4	
Ditto ditto from 1st November 1855 to 30th April 1856.....	2,87,283	10	3	1,92,334	0	2	9,58,772	15	5	
Ditto ditto from 1st May to 31st October 1856.....	7,642	0	1	1,94,408	2	0	7,72,006	13	6	
Ditto ditto from 1st November 1856 to 30th April 1857.....	1,63,344	4	1	3,21,266	12	5	6,14,084	5	2	
Total.....	14,15,892	9	5	8,01,808	4	3				

(Signed) W. WILLIAMS,

Assistant Conservator of Forests.

BOMBAY;
Assistant Conservator's Office,
28th August 1857.

APPENDIX No. 142

Separation of the Forest Conservancy from the Charge of the Timber Depôt, Bombay.

No. 5007 OF 1857.

TERRITORIAL DEPARTMENT, REVENUE.

To

THE CHIEF ENGINEER OF PUBLIC WORKS.

Dated Bombay Castle, 19th November 1857.

COPY of the Resolution passed by Government on a letter from the Chief Engineer of Public Works, No. 5130, dated 26th September 1857, with accompaniment, furnishing the information called for in the Government Resolution of the 13th August 1857, No. 3745, required by the Commissioner for the Revision of Civil Salaries and Establishments throughout India, connected with the responsibilities attached to the Office of Assistant Conservator of Forests in charge of the Timber Depôt in Bombay.

Government have already recorded their opinion, that an active supervision over the Forests and over the Timber Depôt is incompatible. They do not think the emoluments proposed by Dr. Gibson unsuitable, so long as the depôt is under the charge of an Assistant subordinate to the head of a department. To make it a separate department seems very unadvisable.

2. It appears to His Lordship in Council, that it might with advantage be placed under the immediate control of the Department of Public Works, but before making this suggestion, His Lordship in Council would be glad to be in possession of the opinion of the Chief Engineer of Public Works.

(Signed) H. YOUNG,
Chief Secretary to Government

No. 6215 OF 1857.

TERRITORIAL DEPARTMENT, REVENUE.

To

THE RIGHT HONORABLE LORD ELPHINSTONE, G. C. H,
Governor and President in Council.

Office of Chief Engineer of Public Works, Bombay, 3rd December 1857.

MY LORD,

IN reply to the 2nd para. of the Government Resolution under Mr. Chief Secretary Young's Memorandum, No. 5007, of the 19th November 1857, I have the honor to state that the only objection that occurs to me to the proposed transfer of the control of the Timber Depôt at Bombay to the Department of Public Works, is the fact that, next to the Dock Yard, the Public Works Department is the largest consumer of Government timber.

2. Mr. Ricketts remarks that he would have a manager of the Depôt "altogether "unconnected with the parties from whom the timber was received, and with the parties "to whom the timber was issued." Possibly the objection in Mr. Ricketts' mind to having the manager of the Depôt connected with the consumer of timber, was similar to that which induced Government to separate the Depôt from the Dock Yard. I do not

myself see the validity of the objection, if the manager of the Depôt be in direct communication with the Head of the Public Works Department, instead of with any of the Executive Officers who are the real consumers.

I have the honor to be, &c.,

(Signed) H. B. TURNER, *Lieut.-Col.*,

Acting Chief Engineer of Public Works.

G. A. SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO. 1, WESTON'S LANE, COSSITOLLAH.

54/.

APPENDIX No. 143.

Secretary to the Board of Examiners, Calcutta.

No. 613.

GENERAL DEPARTMENT.

FROM

THE JUNIOR SECRETARY TO THE GOVERNMENT OF BENGAL.

TO

THE COMMISSIONER FOR THE REVISION OF CIVIL SALARIES AND ESTABLISHMENTS.

Dated Fort William, 21st October 1857.

SIR,

I AM directed to acknowledge the receipt of your letter No. 1219, dated the 7th ultimo, and with reference to the proposed Report on the offices of Secretaries to the Boards of Examiners in Calcutta and Madras, to make the following observations :—

2. The Lieutenant-Governor confines his remarks to the appointment in Calcutta, in regard to which you recommend that the offices of Secretary to the Board of Examiners, of Examiner of Candidates for the situation of Law Officers, and the appointment of Persian Translator to the Government, be permanently joined, and a salary of Rupees 850 per mensem assigned to the discharge of the united duties ; and that this officer should have a seat at the Board of Examiners without any further pay : the saving thus effected being Rupees 550 per month.

3. There is, however, an aspect of the case which it appears to the Lieutenant-Governor you have altogether overlooked. The office of Secretary to the Board of Examiners is one of the now very few prizes—if not, in fact, the only prize—left to encourage persons to seek a considerable proficiency in the Oriental languages.

4. The policy of the Government before the time of Lord William Bentinck to encourage Oriental studies, and, perhaps, in those days that policy was carried to a needless extent ; but since that time the Government has undoubtedly fallen into the error of not sufficiently encouraging Oriental studies, and the consequence is, that both in the Civil and Military service, and also out of those services, high proficiency in the Oriental languages is become very rare.

5. Before 1830 there may have been more Oriental learning than was needful—since that time there has certainly been less.

6. The Lieutenant-Governor desires that he may be understood as speaking from practical experience on this point, having had much reason to know how difficult it is to find a really good Oriental scholar at the present time, a result which is not creditable or politic, and is often very inconvenient, for it frequently happens that this knowledge is required in the course of the public service, but is unfortunately not now generally to be found.

APPENDIX No. 143.

Secretary to the Board of Examiners, Calcutta.

7. The Lieutenant-Governor is therefore of opinion, that it will be a very short-sighted and impolitic measure to curtail by one Rupee the already very inadequate prizes which Government has now in its power to give for the encouragement of Oriental studies.

I have the honor to be,

SIR,

Your most obedient servant,

C. T. BUCKLAND,

Junior Secretary to the Government of Bengal.

G. A. SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO. 1, WESTON'S LANE, COSSITOLLAH.

APPENDIX No. 144.

Secretary to the Board of Examiners and Translator to Government, Madras.

No. 1570.

PUBLIC DEPARTMENT.

To

H. RICKETTS, ESQUIRE,

Commissioner for the Revision of

Civil Salaries and Establishments in India.

Fort St. George, the 6th November 1857.

SIR,

I AM instructed to acknowledge the receipt of your two Reports on the Secretaries to the Boards of Examiners in Calcutta and Madras, and on the Translators to the Government of Madras, and am directed to offer the following observations upon them :—

2. The Secretary to the Board of Examiners at Madras receives Rupees 300 per mensem, while in Calcutta the salary is Rupees 800. In Madras the appointment has been held conjointly with another office, and is at present filled by the Deputy Secretary to Government. You object to this arrangement, and propose that the office be in future joined to the Persian Translatorship on a consolidated salary of Rupees 600 per mensem.

3. With regard to this proposal, the Government have to observe, that it effects no saving of expense, and is not called for by any disadvantages which are found in practice to arise from the existing arrangement. On the contrary, the local Government, which has the best means of forming a judgment on the point, and ought to be left unfettered to select the most efficient person for the appointment, finds the present arrangement convenient and advantageous. In their opinion the Secretary to the Board of Examiners should decidedly be a Covenanted Officer, and by no new arrangement could this end be attained so cheaply. It is also important to prevent frequent changes in the Office of Deputy Secretary to Government from the incumbents seeking promotion, and this object is gained without the expense of increasing the salary of the office, by allowing the incumbent to fill the post of Secretary to the Board of Examiners, the duties of which have not been found to interfere to an inconvenient excess with his other employment.

4. It is further considered doubtful, whether persons properly qualified to hold two such appointments as Persian Translator and Secretary to the Board of Examiners could always be found for a salary of Rupees 600, and the Government consequently prefer, for the above reasons, the arrangement now in existence to the one which you propose to substitute for it.

5. With respect to the second subject, the Translators to Government, it is felt that the present state of things is not altogether satisfactory, as delays, which it is both desirable and important to avoid, do occur in the translation of papers, and are to be ascribed to the Offices of Translator being held by gentlemen who have other heavy duties to perform, as described in your Report.

6. But while Government are alive to this inconvenience, they feel that it arises from the low rate at which the Translators are now paid. It is indispensable that these

offices should be filled by educated gentlemen, in whom implicit trust can be placed, and such servants are not to be obtained for the small salaries of Rupees 300 and 250, to which these offices have been reduced from their former scale of Rupees 875 and 700, with a Deputy on Rupees 175. The consequence is that Government must give the Translatorships to servants holding other appointments, as it is of primary importance to employ those on whom the fullest reliance can be reposed.

7. To remedy this defective arrangement, you propose, first, to join the Persian Translatorship to the Secretaryship to the Board of Examiners, but the reasons which lead Government to object to this measure have been already mentioned. Secondly, you propose to join, "if possible," the Teloogoo and Canarese Translatorships, entrusting the joint duty to some Uncovenanted Officer, "Native or East Indian," whom you suppose might be found with the necessary qualifications, for a salary of Rupees 550; but the Government must protest, especially after recent political events, against being obliged to put this confidential department in any but the safest hands. Regarding the Tamil and Malafalim Translatorships you make no distinct proposal, but observe generally that the remuneration now given is below the requirements of the Translatorships, and yet intimate that when these offices are given to gentlemen holding other appointments, the work should be done gratuitously, or in other words that the amount drawn in remuneration should be deducted from the salary of the other office held by the incumbent. On this point it is only necessary to observe that under such a rule it would be impossible for Government to find agents to do its business.

8. If the former salaries were restored, it would be practicable for Government, by joining two Translatorships, to find officers duly qualified, whose whole time would be devoted to this Department. But no proposal has been made to increase the rates of remuneration, and while this is the case, the Government consider that the present arrangement, with its acknowledged defects, is practically the best that can be adopted.

I have the honor to be,

SIR,

Your most obedient Servant,

G. MALTBY,

Acting Chief Secretary.

G. A. SAVILLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO. 1, WESTON'S LANE, COSSITOLLAH.

APPENDIX No. 145.

Stipendiary Member Board of Examiners, Calcutta.

No. 616.

GENERAL DEPARTMENT.

FROM

THE JUNIOR SECRETARY TO THE GOVERNMENT OF BENGAL,

TO

THE COMMISSIONER FOR THE REVISION
OF CIVIL SALARIES AND ESTABLISHMENTS.

Dated Fort William, 21st October 1857.

SIR,

IN continuation of my letter No. 615, of this day's date, I am directed to state that the Lieutenant-Governor has no observations to offer on your proposed Report on the office of Stipendiary Member of the Board of Examiners, Calcutta, in which you recommend that the salary of the appointment should be increased to Rupees 400 per mensem.

I have the honor to be,

SIR,

Your most obedient servant,

C. T. BUCKLAND,

Junior Secretary to the Government of Bengal.

G. A. SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO. 1, WESTON'S LANE, COSSITOLLAH.

936.

APPENDIX No. 46.

Bengallee and Ooryah Translator to the Government of Bengal.

No. 614.

GENERAL DEPARTMENT.

FROM

THE JUNIOR SECRETARY TO THE GOVERNMENT OF BENGAL,

TO

THE COMMISSIONER FOR THE REVISION OF CIVIL SALARIES AND ESTABLISHMENTS.

Dated Fort William, the 21st October 1857.

SIR,

IN continuation of my letter No. 613, of this day's date, and with reference to your proposed Report on the Office of Bengal and Ooryah Translator to the Government of Bengal, I am desired to make the following observations :—

2. The salary of the Bengallee Translatorship is stated by you to be more than the pay of either of the Translatorships at Madras; but as the Translatorships there are always held with other offices, you have proposed to unite the Madras Translatorships, so as to give each Translator something more than the salary drawn by the Bengallee Translator.

3. In regard to the Ooryah Translatorship, you state that the office is altogether underpaid, and that you would place it on a footing with the Canarese Translatorship under the Madras Government.

4. The Lieutenant-Governor thinks that the salary of the Bengallee Translator is a mere matter of bargain. There are so very few persons competent, *i. e.* having at the same time a masterly knowledge of both the English and the Bengallee languages, that it has hitherto been no easy matter to make a selection, and so the case is likely to remain, until this Government has a larger supply of Bengallee scholars at its disposal.

I have the honor to be,

SIR,

Your most obedient servant,

C. T. BUCKLAND,

Junior Secretary to the Government of Bengal.

G. A. SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO. 1, WESTON'S LANE, COSSITOLLAH.

5/48.

Appendix No. 147

Honorable Company's Astronomer at Madras

549.

PUBLIC DEPARTMENT.

No. 1673.

To

H. RICKETTS, Esq.,

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

SIR,

I am directed by the Right Honorable the Governor in Council to acknowledge the receipt of your report on the allowance attached to the Office of Honorable Company's Astronomer. In this report, it is supposed, that, unless there are some special reasons for continuing the existing remuneration, viz., Rupees 672-13-1 per mensem, the allowance may unobjectionally be fixed at Rupees 650 per mensem, or Rupees 7,800 per annum, leaving a saving of Rupees 273-13 per annum.

2. In reply, I have to inform you that the Government, believing that the Astronomer is not overpaid, see no reason for depriving him of Rupees 273 per annum, merely to avoid a broken sum.

3. If it be an object to settle his salary in round numbers, it might, the Government think, be fixed at Rupees 675, per mensem or Rupees 8,100 per annum or a trifle, Rupees 26-3 a year, in excess of his present receipts. The work is much greater than it was when the Office was originally established and the Government perceive no plea whatever for a reduction of salary.

I have the honor to be,

Fort Saint George,
25th November 1857.

Sir,

Your most obedient Servant,

Chief Secretary.

Exd. F. Cartledge.

5811

APPENDIX No. 148.

Superintendent of Stamps, Stationery, and Lithographic Press.

No. 620.

GENERAL DEPARTMENT.

FROM

THE JUNIOR SECRETARY TO THE GOVERNMENT OF BENGAL,

TO

THE COMMISSIONER FOR THE REVISION OF
CIVIL SALARIES AND ESTABLISHMENTS.

Dated Fort William, the 21st October 1857.

SIR,

IN continuation of my letter No. 619, of this day's date, I am directed to state that the Lieutenant-Governor has no observations to offer on your proposed Report on the Office of Superintendent of Stamps, Stationery, and Lithographic Press, and his Head Assistant, Calcutta, in which you recommend that, on the occurrence of a vacancy, an Uncovenanted Officer be appointed Superintendent, on a salary of Rupees 1,000 per mensem, by which a saving of Rupees 6,000 per annum will be effected, though it is to be noticed that the management of the Stationery office by an Uncovenanted Officer has been already tried and found unsuccessful.

I have the honor to be,

SIR,

Your most obedient servant,

C. T. BUCKLAND,

Junior Secretary to the Government of Bengal.

G. A. SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO. 1, WESTON'S LANE, COSSITOLLAH.

582

FINANCIAL DEPARTMENT.

No. 810.

From

T. PYCROFT, Esq.,

Chief Secretary to the Government of Fort St. George.

To

H. RICKETTS, Esq.,

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

Dated 18th December 1857.

SIR,

I am directed by the Right Honorable the Governor in Council to acknowledge the receipt of your letter of the 30th Ultimo, enclosing copy of your proposed report on the Mint Officers at Madras.

2. Your report is confined to the consideration of the Salaries of the Mint Master, and Assay Master. You have abstained, and this Government think judiciously, from extending your enquiry into the Mint Establishment. In regard to the pay of the Mint Master you write

"The existing Salaries of the Mint Masters are not proportioned to the relative responsibilities of the three Officers. The work of the Bombay Mint is now only one-fifth less than the work of the Calcutta Mint, while the work of the Madras Mint is about one-fifth the work of the Calcutta Mint, and one-fourth the work of the Bombay Mint. Of course it is quite impracticable to exactly proportion pay to work; neither would such an adjustment be suitable. Though there is but one-fifth the work at Madras, the acquirements necessary for the efficient conduct of that one-fifth, are not less than the acquirements necessary in Calcutta; the difference is merely in the quantity of work, not in the quality. On the other hand, the responsibilities increase with the quantity of bullion that passes through the Mint."

3. On this ground, *viz.* that the quantity of bullion worked up at the Madras Mint is much less than that which passes through the Mint at Bombay, you propose to diminish the Salary of the Mint Master at Madras in the sum of one thousand Rupees a year, and to apply the saving thus effected towards the improvement of the allowances of the Bombay Mint Master.

4. Similarly on a comparison of the quantity of work performed in the Madras and Bombay Assay Offices, you propose to reduce the Salary of the Madras Assay Master from Rupees 18,000 to Rupees 16,000 a year, and give the difference, Rupees 2,000 to the Assay Master at Bombay.

5. In reply this Government instruct me to state that they fail to see the justice of the principle on which these changes are based. The question, it seems to them is not one of comparison. If the Mint and Assay Masters at Madras do not receive more than fair remuneration for their labor, responsibility, and scientific attainments, this Government cannot think that their salaries should be reduced as a means of raising the allowances of similar Officers at Bombay. If the heads of the Bombay Mint and Assay Offices be underpaid, their remuneration may fitly be increased, but not at the expense of their brethren at Madras. The Government do not consider that the Mint or Assay Masters here are overpaid, and, consequently, would regret to see their salaries diminished.

6. I have further to solicit your consideration to two points, which, it is submitted, should be borne in mind in the disposal of this question.

First.—that, as shewn in Colonel Smith's letter, the Mint at Madras, as indeed at the other Presidencies, is self supporting, and "does not draw a Rupee from the Government Treasury."

Secondly.—that its past out-turn affords no criterion of what it may have to do in future. It is stated in your report that the number of pieces coined in the present year is expected to be double of that of the average of the last five years, and it is certain that the operations of the Madras Mint, especially in the fabrication of small Coins, Silver and Copper, must greatly increase if they are to bear any due proportion to the requirements of the Presidency. I should add that a large increase of power by means of Steam Machinery is in contemplation, and is urgently required.

(Signed) T. PYCROFT,
Chief Secretary.

FORT SAINT GEORGE,
18th December 1857.

Exd. J. A. Wilson.

584.

APPENDIX No. 181.

Mint Officers in Bombay.

No. 149 of 1858.

TERRITORIAL DEPARTMENT, FINANCE.

To

H. RICKETTS, ESQUIRE,

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

Bombay Castle, 8th February 1858.

SIR,

I AM directed to acknowledge the receipt of your letter No. 1342, dated the 30th November last, forwarding copy of your proposed Report on the Mint Officers in Bombay.

2. In reply I am desired to annex copy of a Report made thereon by the Mint Committee, under date the 26th ultimo, No. 31, and of its accompaniments, and to state that the Right Honorable the Governor in Council concurs in the opinion therein expressed.

3. Your proposals as regards the salaries of the superior officers of the Mint appear to His Lordship in Council to be exceedingly equitable and fair.

4. The great disparity of the allowances granted to subordinate officers of the Mints of Calcutta and Bombay is such as seems to His Lordship in Council peculiarly to call for thorough enquiry by you.

I have the honor to be,

SIR,

Your most obedient servant,

H. YOUNG,

Chief Secretary to Government.

G. A. SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO. 1, WESTON'S LANE, COSSITOLLAH.

584

APPENDIX No. 151

Mint Officers in Bombay.

No. 31 OF 1857-58.

TERRITORIAL DEPARTMENT, FINANCE.

Mint Committee's Office, 26th January 1858

MEMORANDUM,

THE Secretary is directed by the Mint Committee to forward copies of the letters as per margin, relative to Mr. Ricketts' Report upon the Mint Officers in Bombay.

No. 366, dated 15th Jany. 1858, from the Acting Mint Master.
Ditto, dated, 5th Jany. 1858, from the Acting Assay Master.

The Mint Committee fully concur in the view taken of this subject by Captain Wemyss, the Acting Mint Master, and recommend to the favorable consideration of Government the several further suggestions offered by that officer, supported as they are by Colonel Turner's opinion and experience.

By order of the Mint Committee,

(Signed) A. F. BELLASIS,

Secretary

No. 366 OF 1857-58.

TERRITORIAL DEPARTMENT, FINANCE, MINT.

FROM

CAPTAIN F. WEMYSS,

Acting Mint Master,

To

THE PRESIDENT AND MEMBERS OF THE MINT COMMITTEE.

Dated Bombay, 15th January 1858.

GENTLEMEN,

I HAVE the honor to acknowledge the receipt of your memorandum No. 43, of 1857-58, dated 24th December 1857, forwarding copies of Mr. Ricketts' Report on the Mints of Calcutta, Madras and Bombay. A copy, as requested, was furnished to the Assay Master, and his Report thereon is herewith annexed.

2. I have carefully perused the Report. Mr. Ricketts' recommendations appear to me to be both fair and judicious. He does not, however, touch on the salaries of the subordinates of this Mint, which, from Captain Burke's letter, No. 269, dated 21st November 1856, to his address, it was to be expected he would notice; and I would call the Committee's attention to the fact, that Mr. Ricketts declines to institute any comparison between the duties and salaries of the respective subordinates of the Calcutta and Bombay Mints, on the ground that mischief and increased expenditure would be the probable result.

3. I would, however, point out that it was not in consequence of Mr Ricketts' enquiries that Captain Burke proposed a revision of the salaries of a portion of the

Bombay Mint Establishment, in his letter dated the 16th April 1857. The necessity of some such revision Captain Burke had repeatedly led the Mint Committee to expect, long before it was known that it was even the intention of the Government of India to appoint Mr. Ricketts Salary Commissioner.

4. The Committee will, I think, allow that it was but fair and reasonable to expect that, as the Bombay Mint work had been steadily increasing year by year, an increase should be allowed to the salaries of such of its employés whose duties and responsibilities had correspondingly become greater. This principle Mr. Ricketts does not fail to recognize in proportioning the salaries of the Mint and Assay Masters.

5. Colonel Smith also states :—" This (the Calcutta) Mint not only requires increase of " salaries, but also needs, as I have already stated to Government, addition to its esta- " blishment to meet augmented demands for work ;" and further onwards—" No change " can be made here at present, *except increase of salaries.*" I would call the Committee's particular attention to this admission, as well as to what is stated by Mr. Ricketts after due comparison, namely, that the work of the Calcutta Mint is only one-fifth more than the work of the Bombay Mint. Now, the salaries of some of the principal Calcutta Mint employés are double, treble, and quadruple the salaries of those of the Bombay Mint, who perform corresponding duties, as is shown in the 17th paragraph of Captain Burke's letter, dated the 16th April 1857. Indeed, the Bombay Mint Master's establishment does more. It has to prepare and issue merchants' accounts current and their bullion certificates. This duty is performed by the *Assay Department* of the Calcutta Mint, and in paragraph 10 of Mr. Ricketts' Report, the Calcutta Assay Master shows the laborious and responsible nature of this duty and the demands on his and his department's time and attention which its performance entails.

6. In the above quoted letter, Captain Burke proposed the augmentation shown in the margin, and stated that he considered it as absolutely necessary, " in order " that the working of the Mint may in " future proceed in the highly satisfac- " tory manner in which, without affec- " tation I may be allowed to say, it has " hitherto been conducted."

	Present.	*Proposed.*
Head Clerk in English Office	300	450
2nd Clerk	100	200
Head Writer	85	125
2nd Writer	50	75
Assistant Bullion Keeper, Bullion Department	100	150
1st Shroff	25	50
2nd Shroff	16	40
Apprentice in the Melting Department	20	50
Bullion Keeper, Coining Department.	150	225
	846	1365
DEDUCT— Present Scale		846
INCREASE		519

7. Government, in reply, intimated that they would reserve their decision, pending intimation of the result of Mr. Ricketts' enquiries. That result is now known by the receipt of Mr. Ricketts' Report, and it therefore only remains to elicit the decision of Government alluded to.

8. I think it my duty here to call the attention of the Committee to the advisability of there being always two European Assistants in this Office. Fortunately, heretofore Mr. Harrison has enjoyed good health and has never been absent from his post for a day. This cannot always be expected, and from the assistance I have experienced from his knowledge of the duties of this office, I can appreciate what his loss would be even for a time. When I before officiated as Mint Master, Mr. Stephens was the Second Clerk, and he, no doubt, would in time have become a valuable Assistant. His place is now filled by a

Native, but in my opinion it is an appointment that should be filled by an European. Its duties are most onerous and responsible. The nature of these the Committee will find enumerated by Captain Burke in his Report to Mr. Ricketts, copy of which was forwarded to the Committee. But to obtain European agency, the salary of both appointments must, I am convinced, be increased. Mr. Stephens left the Mint on account of the inadequacy of the salary he received, and I have no doubt that, if the salaries remain as they are, Mr. Stephens's will not be a solitary instance.

9. It is of importance to bring to the Committee's notice, that, during the last few months, Colonel Turner has considerably simplified and reduced clerical labor. He has introduced a system of supervision and accounts which combines simplicity, brevity, and efficiency, and enables the Mint Master to verify the balance of bullion or of coin in the principal departments of the Mint at his pleasure.

10. Owing to this, three clerks have been transferred from the Mint Engineer's to the Mint Master's Office. Their services, if not wholly, are in a great measure available for current business; no increase, therefore, to the permanent establishment, nor any extra establishment, such as Colonel Turner found employed when he assumed charge of the Mint, will be necessary. Thus there will be an actual saving of Rupees 50 per mensem, as, had the former system been continued, these two extra clerks could not have been dispensed with.

11. It should be borne in mind that the increase of salary to the parties named by Captain Burke will not involve any extra expense to Government, for, as observed by Colonel Smith, "none of the Mints at present, I believe, draw a Rupee from the Govern-"ment Treasury: on the contrary, being more than fully paid for by the mercantile "public, they return a surplus which is enjoyed as a profit by the State."

12. This is beyond dispute, and, as far as this Mint is concerned, Government has been credited with a large net yearly revenue for some long time past. The net revenue of the past official year alone was Rupees 5,53,798-2-8, which is paid into the Treasury in new coin, as an actual surplus, which it really is. For the current official year, the net revenue will, it is expected, be even more, and a new* source of revenue has accrued to this Mint, by which, in conformity with the Calcutta Mint practice, an annual net gain will be realized by Government of between 15 and 20,000 Rupees.

13. Thus, by the appointment of one officer of control, the Mint expenses have been reduced by Rupees 2,332-10-8 per annum (*vide* 6th paragraph of Mr. Ricketts' Report); and by order of the Honorable Court of Directors, and of the Government of India, there is to be a prospective reduction of salaries of all the mechanists but one, and of that of the Melter, to the extent of Rupees 4,375 per annum. This measure has been authorized with the view of placing the mechanists here on a somewhat similar footing to those of the Calcutta Mint, whose salaries are not so high. For the same reason, I would submit that it is but just to increase the salaries noticed in the 6th paragraph of this letter, as they are, or will be, the only unequal ones in reference to the duties performed and responsibilities involved.

* Para. 4 of Government Resolution No. 764, dated the 23rd July 1857, in the Financial Department.

5911

APPENDIX No. 181

Mint Officers in Bombay.

14. Colonel Turner, in handing over to me the charge of the Mint, was good enough to say that he would be happy at all times to give me any assistance. I accordingly took advantage of his kind offer, being well aware of the high opinion entertained of Colonel Turner's judgment in all matters connected with the Mint, both by your Committee and Government, and requested him to favor me with any suggestions that might occur to him with reference to my remarks up to the close of the preceding paragraph. In reply he writes:—" I quite concur in what you have written. I should be disposed to " show that, at Calcutta, a subordinate is specially appointed to the responsible duty of " receiving the merchants' bullion; that in this Mint the duty is generally performed by " the Mint Master much to his inconvenience and interruption, and preventing more " important work; that in consequence he is obliged to neglect some important duty, " or to leave the weighment to Mr. Harrison, whose duty at present it is not, and who " is not remunerated for the duty. I entirely concur with you as to the insufficiency of " the salaries of the appointments you propose to raise."

I have the honor to be, &c.,

(Signed) F. WEMYSS, *Captain,*

Acting Mint Master.

TERRITORIAL DEPARTMENT, FINANCE, MINT.

To

CAPTAIN F. WEMYSS,

Acting Mint Master.

Assay Office, Bombay, 5th January 1858.

SIR,

I HAVE the honor to acknowledge the receipt of your memorandum of yesterday's date, forwarding a letter from Mr. Ricketts to the Chief Secretary to Government annexed to his proposed Report, relating to the remuneration of officers employed in the Mints of Madras, Calcutta and Bombay, and requesting my Report thereon.

In reply, I have the pleasure to state that, after a careful perusal of the Report, I would beg to express my opinion that Mr. Ricketts' recommendations are, in every respect, judicious, and will therefore only venture to add that, as the Assay Master furnishes the statistics by which every other department of the Mint is guided, save in the actual performance of mechanical operations, his duties and mental anxieties are unceasing, and such as to be exceedingly destructive to health even in a European climate—how much more so in India may be easily imagined. It is, therefore, for Government to form their estimate of the value of services requiring, in addition to the requisite amount of skill, untiring industry, the utmost integrity, and public confidence. These qualities should be possessed by every officer and subordinate having the control of bullion throughout every department of the Mint.

I have the honor to be, &c.,

(Signed) W. COLLUM,

Officiating Assay Master.

G. A. SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO. 1, WESTON'S LANE, COSSITOLLAH.

APPENDIX No. 181.

Department of Public Instruction, Bengal.

No. 607.

GENERAL DEPARTMENT.

FROM

THE JUNIOR SECRETARY TO THE GOVERNMENT OF BENGAL,

To

H. RICKETTS, ESQUIRE,

Commissioner for the revision of Civil salaries and establishments throughout India.

Dated Fort William, the 6th April 1858.

SIR,

I AM directed to acknowledge the receipt of your letter No. 1423, dated the 8th February, submitting your proposed report on the department of Public Instruction, and in reply to communicate the following observations of the Lieutenant-Governor on so much of your report as relates to the Bengal division of the Presidency of Fort William.

2. You propose that the Director of Public Instruction should be allowed travelling allowance at eight annas for every mile travelled, and Rs. 5 per diem while absent from head quarters. If from this it is to be inferred that, for the days employed in actually moving both mileage and absence allowance may be charged, I am desired to remark that this would be an increase to the amount which can be charged under the present system, and would be, to a certain extent, a set-off against the savings contemplated in the pay of the Director.

3. The salaries of the Inspectors in Bengal have been altered since you obtained your information on the subject. They are now as follows, the rule sanctioned by the Supreme Government being simply that no more than Rs. 4,400 a month shall be expended on all the Inspectors' salaries, and that no salary shall exceed Rs. 1,200 a month. There are now—

1	Inspector on Rs.	1,200
1	Do. „ „	1,000
1	Do. „ „	900
1	Do. „ „	750
1	Do. „ „	550
	Total Rs.	4,400

This gives an average of Rs. 880 a month. The average will be still further reduced by the appointment of a sixth Inspector, which will become necessary if the recent orders of the Hon'ble the Court of Directors for the education of the Sonthals, through the agency of Government officers, are carried out.

4. Referring to your remark that " the salaries of Inspectors of schools " have been fixed at an unsuitably high rate with reference to the state of " education in the several Presidencies, and the duties of the office," I am desired to state that the department of Public Instruction having been newly created, the state of education and the duties of the Inspectors vary and grow almost from day to day. You add that " the duty of an Inspector " of schools does not embrace such responsibilities as fall on Joint Magis- " trates and Deputy Collectors, and other offices which are remunerated " at a lower rate than Inspectorships." On this point the Lieutenant-Governor observes that the responsibilities of an Inspector of Schools are certainly of a different kind from those devolving on the officers named by you, but His Honor is inclined to think that they are quite as important and as difficult to fulfil. An Inspector is necessarily left to himself much more than a Joint Magistrate is, and he cannot be to the same extent controlled by laws, appellate authorities, prescribed rules and routine, and the eye of the public. Peculiar qualifications, not met with every day, are required in an Inspector, and the nature of his work is any thing but agreeable or popular. One thing at least is certain that, whereas officers can easily be found for vacant Magistracies, there has always been the greatest difficulty in filling up vacant Inspectorships. As to the cause of this state of things, there may be different opinions, but the fact itself suffices to show the inexpediency of lessening the inducements to accept these offices, or of overlooking the Hon'ble Court's injunction to attach to them such " scale of remuneration as " publicly to recognize the important duties they will have to perform."

5. You recommend for Bengal four Inspectors with an average salary of Rs. 800 each, or one Inspector for every ten millions of people. This number is obviously insufficient, if intended, as would appear to be, a final arrangement.

6. As regards travelling allowance you propose to remunerate the Inspectors on the same principle as the Director, that is, by allowing them a mileage of 8 annas and Rs. 3 per day while absent from head quarters. I am desired to observe that the proposition would also in this case involve an increase to the present expenditure, and it may be doubted whether this is necessary.

7. In regard to the Assistant Inspector, I am desired to observe that the appointment is a temporary one, created for a special purpose, and the

time is probably near at hand when it may be abolished, and its duties made over to the regular Inspectors.

8. Since you obtained your information, the Government has sanctioned a modification in the number of the Deputy Inspectors and the scale of their salaries, and they stand thus:—

				Rs.	
For Lower Bengal...	15	at	150	2,250	Including Travelling allowance.
	15	„	100	1,500	
For Behar	2	„	150	300	
	4	„	100	400	
	2	„	75	150	
	4	„	40	160	
	8	„	30	240	
Total ...	50			5000	+ 50 =

average pay Rs. 100 including travelling allowance.

9. The return given in your report of the number of Educational Institutions in Bengal as per margin, and upon which you have based your recommendation for reducing the number of Deputy Inspectors is erroneous, as will appear from the following statement of the Institutions now actually existing in the Bengal Presidency—

51 Mofussil colleges and English schools.
7 Normal schools.
187 Mofussil schools.

Government colleges ...	...	...	9
Ditto English schools	...	...	46
Ditto Normal school ...	...	...	4
Ditto Vernacular schools	...	...	222
			281

Besides these, there is a great increasing number of Grant-in-aid schools, whose establishment and internal economy are subject to the inspection and control of the department. Their number at present, including those whose applications are about to be sanctioned by Government, is 380. This makes 661 Institutions under the control of the department of Public Instruction, with establishments paid wholly or partially by Government. In addition to all these, there is a vast number of old indigenous schools, which it is the duty of each Inspector to look after, to examine, reward, encourage and control.

These are too numerous to be correctly estimated, but it need hardly be said that they are the cause of much labor and responsibility.

10. It is proposed in your report that the Deputy Inspectors be reduced from 50 to 40, with an average salary of Rs. 112-8 a month. This, I am desired to observe, would allow one Deputy Inspector to every million of people, which may perhaps be enough for a commencement, and for a more educational survey, but would be manifestly inadequate as a *"revised"* and final arrangement.

11. You state that the Deputy Inspectors in Bengal receive travelling allowance at 8 annas per mile, and you propose that this allowance may be continued, and Rs. 2 per day be granted to them while absent from head quarters. In this case, I am desired to observe, you appear to have been misinformed. The Deputy Inspectors draw neither travelling nor absence allowance, save what may be considered as included in their salaries. According to your proposition if a Deputy Inspector travels 100 miles, and remains absent from head quarters for 20 days during the month, which is below the average rate of travelling of this class of officers, he would draw Rs. 90 a month in addition to what he now receives. Thus the salary and travelling allowance which you have now proposed for the Deputy Inspectors would on the average* more than double their present average allowance as shown in para 8. The Lieutenant-Governor is however far from opposing this increase as inexpedient; on the contrary, he thinks that a higher grade of Deputy Inspectors as proposed by you is very desirable, but he wishes only to point out that the measure, if carried out, will more than counterbalance the entire savings suggested by you in the department of Public Instruction as shown in the margin.

		Per Annum.
Saving proposed to be effected in Bengal.	In pay of the Director ... ... Rs	6,000
	" Inspectors ... ... "	12,600
	" Deputy Inspectors ... ... "	8,400
	" Professors in the Presidency College ... ... "	4,800
	" Assistant Ditto ditto ... ... "	4,680
	Total Rs...	36,480
Increase on account of travelling and absence allowance proposed to be given to Deputy Inspectors ...	Rs. 90 × 40 = 3,600 per mensem or ... Rs....	43,200

12. You state that the Principal of the Medical college receives a salary of Rs. 1,475-6-0 a month, and that he is also a Professor without any additional remuneration. In this you appear to have received imperfect

* Rs. 112 8 + 90 = 202-8.

information. The entire pay of the Principal is made up of the following items, *viz* :—

As Professor of Materia Medica he gets...	...	Rs. 400
As Principal	..	„ 600
Military Pay	..	„ 475
Total	...	1,475

13. The Lieutenant-Governor would desire to solicit your attention to the difference which exists between the department of Public Instruction and other public departments and establishments of long standing. The latter may obviously require revision and re-arrangment. But the Education department has but lately been called into existence, and it has certainly not yet expanded to its full growth in the way of machinery and establishments, so that any attempt to reduce its expenditure would seem to be premature, and might probably prevent its accomplishing the objects for which it was constituted. The charge most frequently brought against the department is, that the agency and expenditure are out of proportion to the task undertaken, that the agency employed is altogether inadequate to the education of thirty or forty millions of people. To this the only plausible reply is, that the operations of the department have only commenced, and that these operations and expenditure are to be gradually extended as experience is gained. The Hon'ble the Court of Directors have clearly intimated their readiness to sanction a large and gradually increasing expenditure in this department, and it would appear unavoidable that this prospect must be looked boldly in the face and encountered for some years to come, in order to fulfil the purposes for which the department has been deliberately created.

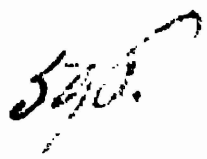
I have the honor to be,

SIR,

Your most obedient Servant,

C. T. BUCKLAND,

Junior Secy. to the Government of Bengal.



Appendix No. 182. 597

Department of Public Instruction at Madras.

PUBLIC DEPARTMENT.

No. 624.

Extract from the Minutes of Consultation, under date the 26th May 1858.

Read again letter from H. RICKETTS, Esq., Commissioner for the Revision of Civil Salaries and Establishments in India, dated 8th February 1857, and received 28th February 1858, forwarding a copy of his purposed report on the salaries of the Officers attached to the Department of Public Instruction at Madras.

Read also letter from A. J. ARBUTHNOT, Esq., Director of Public Instruction; to the Chief Secretary to Government, Fort Saint George, dated 25th April 1858, No. 351.

SIR,

I have the honor to reply to the Extract form the Minutes of Consultation, under date the 5th Ultimo, No. 273, forwarding for my observations the report of the Commissioner for the Revision of Civil Salaries, on the salaries of the Officers attached to the Department of Public Instruction in this Presidency.

Salary of the Director of Public Instruction.

2. Mr. Ricketts proposes to reduce the salary of the Director of Public Instruction from Rupees 30,000 per annum, the salary at present assigned to the Office, to Rupees 20,000. He bases his proposal on the ground that the selection for the office need not be limited to the Civil or Military Services, that the salary proposed should procure the services of persons qualified to perform the duties and that with reference to the limited extent of the Establishments at Madras as compared with those in Bengal a lower salary than that proposed by him for the Director in the Bengal Presidency will be sufficient. He observes that the present salary of Rupees 30,000 per annum is Rupees 2,000 more than it is proposed to give to Judges of the first class and Rupees 7,000 more than has been proposed for Collectors of the first class.

3. I cannot think that Mr. Ricketts has made out a case for the very extensive reduction he has proposed; and here I would observe that in naming Rupees 30,000 per annum as the present salary of the Director of Public Instruction at the three Presidencies, Mr. Ricketts has overlooked the fact that the sum sanctioned by the Government of India for these appointments is Rupees 36,000 per annum and that, if I am not mistaken, the prospect of receiving this salary has in each case been held out to the present incumbents. In the letter addressed by the Government of India to the Lieutenant Governors of Bengal and of the North Western Provinces under date the 26th January 1855, a copy of which was forwarded on the same date for the information and guidance of the Madras Government, the Governor General in Council authorized the appointment in each Presidency of a Director of Public Instruction "on a salary not exceeding Rupees 3,000 a month according to the standing of the Officer selected so as to allow of a gradual increase to the salary if it be fixed in the first instance at a less sum than 3,000 a month until it reach that limit and thereby to retain if desirable the services of a competent Officer for a considerable time." In accordance with these instructions, the salary of the Director of Public Instruction for the Madras Presidency was fixed at Rupees 2,500 per mensem, with the intimation that it would be subject to increase hereafter within the limit of Rs. 3,000 per mensem with his standing in the service.

Vide Extract Minutes Consultation under date the 13th March 1855, No. 348.

"The salary of Mr. A. J. Arbuthnot as Director of Public Instruction will be Rupees 2,500 per mensem, but will be subject to increase hereafter within the limit of 3,000 Rupees per mensem with Mr. Arbuthnot's standing in the service."

An arrangement somewhat similar was made at Bombay where the salary of the Director was fixed at Rupees 2,500* per mensem, with the intimation that it would be raised to Rupees 3,000 on the Officer appointed completing 14 years actual residence in India. The latter, I would submit, is the scale of salary which has been adopted as the permanent salary of the Office in this Presidency and at Bombay and which should be viewed as the scale now sanctioned

* *See Bombay Report on Public Instruction for 1855-56, page 2.*

in considering any revision it may be necessary to make in it. Mr. Ricketts' proposal in regard to this Presidency involves a reduction amounting to a fraction less that 45 per cent.

4. Mr. Ricketts appears to have formed a very just appreciation of the qualifications which it is desirable that the Director of Public Instruction should possess. He observes that the "Director should be a person of considerable ability and acquirements and having to controul "a large Establishment scattered over a whole Presidency, he should have the faculty of di-"recting and influencing others and his habits should be active and methodical," or in other words that with more than average ability and with considerable academical attainments, he should combine those qualifications as a man of business which in other branches of the service are so much more frequently sought than found. Notwithstanding this high estimate of the qualifications which are necessary to the efficient discharge of the duties devolving on a Director of Public Instruction, Mr. Ricketts recommends that he should be paid less than the Collector or Judge of a single District. He appears to have entirely overlooked the principle laid down in the Honorable Court's Despatch of the 19th July 1854, that "in any case the scale of remuneration (of the Heads of the Educational Departments) shall "be so fixed as publicly to recognize the important duties they will have to perform," for I think it is obvious that if the salary to be assigned to the Head of the Educational Department be fixed at a sum less than one half of that proposed for the chief Officer of the Revenue and Judical Departments, considerably less than that proposed for the Divisional Commissioners of Revenue and lower than the salaries proposed for all the chief District Officers excepting a few Collectors of the 2nd class; lower even than that assigned to the Secretary to the Chief Commissioner of Revenue, who will be merely a Ministerial Officer, the public will not place much faith in any professions which may be made of the importance which the Government attach to the operations of the Department.

5. Mr. Ricketts' suggestion that there is no occasion to limit the selection for these Offices to the Civil and Military Services is not new. The Home Government in the Despatch already referred to while intimating their opinion that the Heads of the Educational Departments and some of the Inspectors should in the first instance be Members of the Civil Service, declared that the appointments were not to be restricted to that Service to the exclusion of more fit persons, European or Native, and it was with this declaration of the Hon'ble Court's views before him that the Governor General in Council fixed the salary at Rupees 3,000 per mensem, considering no doubt that from whatever Service or calling the incumbent might be selected, the Office should be placed on a level, or nearly so, with the highest of those held under the local Governments. This, I would submit, is the principle which should be followed in the adjustment of salaries now projected.

6. Nor can I see any sufficient reason for assigning different salaries to the Directors in the different Presidencies. In the present state of Education the extent of the Educational Establishments, or to express it more clearly, the amount of the salaries sanctioned by the Government of India for the payment of the Officers employed in superintending or in teaching in Schools supported by Government in the several Presidencies, is no criterion of the responsibilities of the Directors. It does not include the amount to be expended in grants-in-aid which may, and I trust will, in course of time form a very important feature of our Educational operations; nor does it follow that the expenditure on the fixed Establishments in each Presidency will always be limited to the sums entered in the margin of the 2nd para of Mr. Ricketts' letter, and, if I am not very much mistaken, these entries are based on different kinds of data and are therefore of but little value as a means of determining the cost either actually incurred in the extension of Education in the several Presidencies. The sum entered as the cost of the Madras Establishment, viz., Rupees 42,165-11-8 per mensem is the amount sanctioned by the Government of India in their Secretary's letter of the 6th January 1856; and, as His Lordship in Council is aware, many of the charges for which it provided have not yet been brought into operrtion. It moreover did not include several charges* which had been sanctioned previously, but which appear in the Annual Statements of Educational expenditure. It does not appear from the periodical reports of the Directors in Bengal and Bombay that any similar arrangement was sanctioned in those Presidencies and I presume therefore that in those cases the sums specified

*Such as the Medical College, Major Maitland's School, the School of Industrial Arts.

represent the expenditure actually incurred at the time the returns were furnished upon which Mr. Ricketts' calculations were based ; but whether all items of expenditure are included or only the fixed charges such as salaries, &c., is not clear. It is by no means easy to determine with any degree of minuteness the amount of labor which the direction of Education in each Presidency involves. At present at all events there is so much to be done in all that it may be fairly assumed that the time of each Director will be fully occupied and consequently all should be paid alike, or at all events on a scale bearing the same relative proportion to the scale of remuneration allotted to the other heads of Departments in the several Pesidencies.

Travelling allowance. 7. I concur with Mr. Ricketts in thinking the system of mileage and an allowance to meet the expenses incident to travel the most suitable to these Offices. The mileage however I think should be higher than has been hitherto allowed in Bengal and in this Presidency. Where bearers have to be used, and at present there is no other way of making a tour of any length in this Presidency, the allowance of 8 Annas a mile is not sufficient for more than a single palanqueen. It does not provide for a servant which is a necessary expense. I would raise the mileage allowance to 12 Annas a mile and reduce the daily allowance to Rupees 3, instead of raising it to Rupees 5 as proposed by Mr. Ricketts.

Inspectors. 8. Mr. Ricketts considers that the salaries of Inspectors of Schools have been fixed at an unsuitably high rate with reference to the state of Education in the several Presidencies and the duties of the Office. I cannot see what bearing the present state of Education in the several Presidencies has upon the question of remunerating the Inspectors ; nor can I admit that their responsibilities are lower than those which devolve on Joint Magistrates and Deputy Collectors. It appears to me that if it be intended to carry out effectually the several measures ordered in the Court's Educational Despatch of 19th July 1854, the fact that the Department is at present in an elementary condition is no argument for reducing the salaries of the Inspectors. The less that has yet been done, the more remains to be done ; and the more necessary is it to secure the services of efficient persons to do the work. In my letter of the 24th September last I recommended that the sum available for two Inspectorships then vacant should be divided among three, the unweildy size of the Divisions rendering the creation of a fifth Inspectorship absolutely necessary. This arrangement has been sanctioned and the salaries have been settled as follows :—

2 @	Rupees	1,000	each ...	2,000 Rupees.
1 @	,,	700	... ...	700 ,,
2 @	,,	600	each ...	1,200 ,,

$3,900 \div 5 = 757\text{-}3\text{-}2\frac{1}{5}$.

9. This is somewhat lower than the average pay proposed by Mr. Ricketts, but for the reasons stated in the communication above adverted to, I am satisfied that a fifth Inspector is essential to the efficiency of the Department, and I would strongly deprecate any reduction of the number.

10. The mileage and travelling allowance proposed for the Inspectors appear sufficient. The duties of these Officers do not usually require them to travel with posted bearers and the mileage of 8 Annas will probably cover the expenses of locomotion.

Deputy and Sub Deputy Inspectors. 11. I concur with Mr. Ricketts in thinking that the grade of Sub Deputy Inspector may be dispensed with in this Presidency. Great difficulty has been, and is likely to be, experienced in obtaining the services of competent persons for the salaries sanctioned for this grade and I have little doubt that the sum sanctioned for this part of the establishment may be more advantageously expended in the employment of additional Deputy Inspectors. I have no objection to offer to the salaries proposed for the latter grade except that I consider that the arrangement sanctioned for the Districts of Malabar and Canara, under which two Deputy Inspectorships are united on a salary of Rupees 350 per mensem should be continued.

12. The scale of travelling allowance proposed by Mr. Ricketts for this class of Officers, viz., mileage at eight Annas and Rupees 2 per diem while absent from Head Quarters, appears unnecessarily high. I would reduce the mileage to 4 Annas and the daily allowance to one Rupee. I would here observe that the data upon which Mr. Ricketts has based his calculations as to the

number of Deputy Inspectors requisite for each Presidency appears to be incorrect. Madras is said to contain 8 Normal Schools and 303 Mofussil Schools. What are the eight Schools referred to under the designation of Normal Schools I do not clearly understand. Possibly the Provincial and Zillah Schools are alluded to, but these are Schools which could not be placed under the inspection of the class of Officers who are available for the Deputy Inspectorships and therefore should not be included in the calculation. Nor can I gather on referring to the returns furnished by me to Mr. Ricketts and to Annual Reports which have been published since his enquiries into the Educational Dept. commenced, what Schools are alluded to under the head of Mofussil Schools. The returns furnished by me to Mr. Ricketts in reply to his several requisitions includes 4 Provincial, 8 Zillah and 100 Talook Schools in course of being established in the Provinces. They are confined to Government Schools, the requisitions in reply to which they were submitted having reference exclusively to Schools in which the Masters employed are paid by Government and the forms furnished having been so framed as not to admit of private Schools either under inspection or receiving grants-in-aid or merely under inspection, being included. If Schools falling under the latter category are included, as of course they should be in calculating the number of Deputy Inspectors required, the number would considerably exceed 303.

13. In the present state of Education it seems to be impossible to determine permanently the number of Deputy Inspectors that will be required for this Presidency, but I have no doubt that for some time to come the number proposed by Mr. Ricketts, viz., 33 will prove to be as large as can be efficiently employed.

14. I see no reason to alter the scale of salaries at present assigned to the Professorships in the Presidency College. It appears to me that Rs. 250 is too small a salary for any of the Professors in that Institution and I should prefer retaining the present scale, the cost of which, it is to be observed, is less by Rs. 50 per mensem than that proposed by Mr. Ricketts.

15. I have already recommended the appointment of a paid Principal for the Medical College on a salary of Rs. 400 per mensem and on the understanding that the appointment shall be tenable in conjunction with another staff appointment at Madras. I am aware that this arrangement is not without its disadvantages, but think it is questionable whether a consolidated salary of Rs. 800 would be sufficient to induce a person possessing the necessary qualifications to take the Office. The salaries assigned to the Professors in the Madras Medical College are very low, but as they are almost all held in addition with other Offices, I am not aware that any alteration is requisite.

16. It only remains for me to notice Mr. Ricketts' proposal that the Directors of the Bengal, Bombay and Madras Presidencies should meet for the purpose of revising the salaries of the Subordinate Establishments in the several Presidencies. I concur with Mr. Ricketts in thinking that such a meeting might be attended with advantage, but I think it should be held at one of the Presidency towns or at all events within the limits of one of the three Presidencies.

It is observed that, in his letter above recorded, the Director of Public Instruction has fully entered into the several questions connected with his Department which are treated of in Mr. Ricketts' report; and his views, the result of his experience and of a careful study of the subject, commend themselves entirely to the approval of the Madras Government. They resolve therefore to forward Mr. Arbuthnot's letter to the Commissioner, in reference to his communication, under date 8th February 1857.*

* *Note.—Intended probably for* 1858.

(True Extract and Copy)

(Signed) T. PYCROFT,
Chief Secretary.

To H. Ricketts, Esq., Commissioner for the Revision of Civil Salaries and Establishments throughout India, Calcutta.
To the Director of Public Instruction.

Exd. F. Cartledge.

6

APPENDIX No. 18

Department of Public Instruction, Bombay.

No. 1154 of 1858.

TERRITORIAL DEPARTMENT, REVENUE.

To

H. RICKETTS, ESQUIRE,

Commissioner for the revision of Civil salaries and establishments throughout India.

Bombay Castle, 8th April 1858.

SIR,

I AM directed to acknowledge the receipt of your letter No. 1425, dated the 8th February last, and of its enclosed report on the "salaries of the officers attached to the department of Public Instruction in Bombay," and to forward herewith, a copy of the papers noted in the margin.

Report by the Director of Public Instruction No. 641, dated the 17th March 1858.
Minute by the Right Hon'ble the Governor, dated the 31st March 1858.
Minute by the Hon'ble Mr. Malet, dated the 1st April 1858.
Minute by the Hon'ble Mr. Reeves, dated the 3rd April 1858.

2. The reference ordered in the Right Hon'ble the Governor's minute has been made to Surgeon Morehead, the result of which will be duly communicated to you.

I have the honor to be,

SIR,

Your most obedient Servant,

H. YOUNG,

Chief Secy. to Government.

402

APPENDIX No. 184

Department of Public Instruction, Bombay.

No. 641.

Bombay, the 17th March 1858.

REPORT BY THE DIRECTOR OF PUBLIC INSTRUCTION—BOMBAY.

I HAVE endeavoured to form an unbiassed opinion on Mr. Ricketts' proposal to reduce the salary of the Director of Public Instruction at Bombay from Rs. 2,500 to Rs. 1,500 a month.

2. The Bombay Government will decide what qualifications they require of the Director of Public Instruction in point of general ability and education, social position, and special professional aptitude for the duties of his office. The most delicate and difficult part of the Director's duty is to govern the highly educated gentlemen from the Universities at home, who are under his immediate supervision. I am of opinion that this can hardly be done successfully except by a University Graduate.

3. Having settled the qualifications of the Director, the next question is to determine what amount of salary will procure, and also retain, the services of such a person. This also is a question within the cognizance of the Bombay Government, and one that a gentleman from another Presidency cannot perhaps adequately. Appreciate after the lapse of a few years, when the Educational department has obtained a settled routine, and a permanent staff, it will be more easy for Government to find a qualified person who will accept and keep the office of Director of Public Instrution on a moderate salary. The Educational servants of Government, if organized in a graduated scale from junior Professors, through senior Professors, Inspectors and Principals, will after a few years afford some field for selection. At present there are considerable difficulties, as Government are aware, even in finding persons qualified for the post of Inspector. In the case of the Director, the difficulty of course is still greater, whether he be sought for among the servants of Government, or among the independent professions (I regard the importation of a Director from England as out of the question). With these observations I pass from the question of the Director's salary considered in the abstract.

4. Considered comparatively, that is, with reference to Mr. Ricketts' proposals for the other Presidencies, I am sensible that considerable deference is due to that Gentleman's conclusions, based as they are on comprehensive statements of facts, of which only some are open to me. But as Mr. Ricketts has stated his reasons, or some of his reasons, for proposing the adjustment of the Bombay Director's salary below that of the Madras, and even the Agra Directors, the matter seems fairly open to discussion.

5. Mr. Ricketts justifies his proposals by referring to (*a*) the smallness of the establishments (by which I understand him to mean the limited Government expenditure on Education in Bombay) compared with Bengal, and (*b*) the fewness of schools in Bombay compared with Madras.

604

APPENDIX No. 184

Department of Public Instruction, Bombay.

6. (*a*) I have had frequent occasion to regret that the Supreme Government should be unwilling to extend the same liberality to our Educational establishments as to those in Bengal. But it is only by confusing two things essentially different that the more profuse State expenditure on Bengal schools and colleges can be used as an argument for reducing the salary of the Bombay Director of Education. It is indeed possible that that liberal expenditure *may* have had the effect of increasing the labor and responsibilities of the Bengal Director, but it *may* have had the effect of reducing them. So far as it does the former, it supplies a ground for Mr. Ricketts' proposal. So far as it does the latter it operates in precisely the opposite direction.

7. Now the heaviest portion of that expenditure in Bengal is devoted to their 51 English schools and colleges As regards the colleges, I gather from the Bengal Educational reports, that they are put under local committees who appear to relieve the Director of Public Instruction in practice, if not in theory, of much or all responsibility with respect to them. The colleges of the State in this Presidency are specially withdrawn from the jurisdiction of the Inspectors, and subjected to the supervision of the Director of Public Instruction, and without making or suggesting anything like censure of the Principals and Professors of the Bombay colleges, I must say that the government of them forms the most delicate, difficult, and responsible part of my duties. Government are aware that there are no local committees of Instruction in this Presidency, a fact which I do not regret in the least, but which apparently involves the conclusion, that under that head at least the Bombay Director's actual responsibilities are higher than those of the Bengal Director. On this point, however, I submit to Mr. Ricketts' correction.

8. As regards *English schools* I can truly say that my labors and reponsibility would be *very much lightened*, if only a few of those schools were furnished with a staff of European Masters according to the Bengal scale. But for political events, a detailed proposal in that sense would ere now have been submitted to Government. Six or seven English Masters including three teachers of "method" for three Normal schools are much required. Meanwhile, the regrettable fact that only three of our zillah English schools have European Masters (one to each), and that all the rest are managed and taught by Natives, not one of whom really knows the English language, or has had a professional training as a school-master and all of whom require constant direction and watching, seems to me, so far as it can be used as a reason at all, rather to prove the necessity for entertaining a more powerful agency for direction and inspection, than to supply a motive for reducing the Director's salary. It will be observed that this is not a case of *redistribution of expenditure.* If the savings from the Director's salary were to be applied to improving the Government English schools, powerful reasons which at

present do not exist could be adduced in favor of the proposed reduction. As the proposal stands, it amounts merely to retrenching expenditure on a particular department of Education without any corresponding increase to any other.

9. At the risk of being tedious I would further say, that I quite understand and admit the general principle that expenditure should be *harmonious*, and therefore that the head of a great establishment should, all other conditions being equal, be allowed a more liberal entertainment than the head of a smaller establishment. But this principle must be applied in a liberal spirit and subject to conditions. It may be, and I submit in the present case it is the truth, that harmony of expenditure ought to be secured rather by supplying notorious deficiencies in the subordinate branches of the department than by retrenching the salary of the Chief. This consideration seems beyond dispute.

10. *(b.)* As regards the comparison between Bombay and Madras, there is an apparent, perhaps only apparent, discrepancy in Mr. Ricketts' statement. By page 14 of his report it seems that our schools in Bombay are not less but more numerous than in Madras (but I apprehend as high in character) though maintained at a less cost. He states the number of Bombay schools as 396 to 311 in Madras. To the former number must be dded 175 schools opened in this Presidency during the last year.

11. But whether or not it be the fact that the Madras schools are more numerous than those in Bombay, I do not see how the larger school expenditure in Madras can be made a ground for reducing the salary of the Bombay Director of Public Instruction, unless it be supposed that an expensive school occasions more trouble and responsibility to the Educational department than a cheaper one.

12. Apart from Mr. Ricketts' report, I would only say that my impression is, that a greater *variety* of work is thrown on the Director of Public Instruction in Bombay than in the other Presidencies. I have to write, and supervise the writing of school-books, to examine college and school classes, sometimes even to take part in instruction (as last year at Poona) all of which is owing to the scarcity of highly educated persons residing in the Presidency, and employed in the department. The University administration will, I foresee, be compelled to trust very much to the personal exertions of the Director of Public Instruction, particularly in conducting examinations. Mr. Ricketts will be able perhaps to compare in this respect the functions of the other Directors. Certainly the Director at Agra is not subject to the last-mentioned responsibilities. But I suppose it might safely be said that it is only in this Presidency that the Director has examined Law or other *College*

classes, or taken actual part in lecturing on Literature, History, or any other subject in a Government College.

13. Mr. Ricketts has omitted to mention, perhaps to consider, the undoubted fact which possibly was not present to his observation when he visited Bombay, that the expense of living is much greater here than in Bengal, or I believe any other part of India.

14. Mr. Ricketts has apparently entirely overlooked the fact that Education in Scinde is under the Bombay Director of Public Instruction, whose jurisdiction thus extends from Dharwar to Shikarpoor.

15. I have no objection to make to Mr. Ricketts' proposals for travelling Batta, which seems to me liberal and sensible.

16. I do not concur in Mr. Ricketts' opinion, that Inspectors' salaries have been fixed too high in this Presidency. The analogy which he draws between these officers and Deputy Collectors appears to me unsound. 1.—The Revenue department is settled in regular grades of promotion, and therefore can be supplied more cheaply than the Educational department, which at present is recruited at hap-hazard from the services, or from the independent professions. 2.—In some respects no doubt the duties of a Deputy Collector and Magistrate entail weighty responsibilities that are never felt by Inspectors of schools, but an Inspector must be a gentleman of education, and ought in my opinion, if possible, to be a University Graduate. My observations with respect to the Director of Public Instruction apply more or less to the case of Inspectors. It is for the Bombay Government to consider whether it is expedient to lower the Educational department generally in the eyes of the Native public to the extent involved in Mr. Ricketts' proposals.

17. *Deputy Inspectors.*—I earnestly beg Government to remonstrate against the appointment of Deputies on salaries so low as Rs. 50 a month. I cannot be responsible for the efficiency of persons so underpaid. I cannot get efficient Deputies under Rs. 100 as permanent salary. If in lieu of three at Rs. 50, Mr. Ricketts substitutes three at Rs. 75, I could undertake to find tolerably competent men who would accept these salaries as *probationers*, with the promise of promotion, and I will not press the objections which I feel to the rest of his propositions. I hope that Government will give me credit for correctness of judgment in this particular.

18. *Principals.*—Subject to the following remarks I concur in the report. Mr. Ricketts is mistaken in supposing that the Principal of the Elphinstone college now receives Rs. 500 as Inspector of schools.

19. With respect to the proposal to separate the Principalship of the Grant Medical college from the Surgeoncy of the Jamsetjee Jeejeebhoy hos-

pital, I beg in the first place to point out an error in the report; to the effect that the Principalof the Grant Medical college receives a salary of Rs. 400 per mensem, and as Surgeon of the Jamsetjee Jeejeebhoy Hospital, an additional salary of Rs. 400 per mensem. The fact is, that the Principal of the college draws no salary whatever *as Principal;* but only Rs. 300 per mensem as Professor of Medicine and Clinical Medicine in addition to Rs. 400 as Surgeon of the Jamsetjee Jeejeebhoy hospital, making a total of Rs. 700 instead of 800 as stated in the report.

20. The proposal to confer a salary on the Principal of the Grant Medical college, was the subject of a despatch from the Hon'ble the Court of Directors, addressed to the Government of India in the Financial department, No. 40 of 1857, dated the 17th June, and is at present under reference to Government.

21. With regard to the separation of the Surgeoncy of the Jamsetjee Jejeebhoy hospital from the Principalship of the Grant Medical college, I beg to observe that, as the hospital is the only school of chemical instruction attached to the college, as the students of the college have duties to perform in both institutions ; as the student apprentices reside in the hospital whilst pursuing their studies in the college, and as moreover, both buildings are within the same enclosure, I am of opinion that to place the college and hospital under separate heads, would at once give rise to inevitable collision, and completely destroy the Grant Medical college as a school of practical Medicine and Surgery.

22. In the report it is stated, "*primâ facie* no industry could "enable one man to do all that ought to be done in the two offices." With reference to this I would remark that, it appears to be overlooked that the Surgeon of the hospital is assisted in the discharge of his duties by the Professors of Surgery, Chemistry, Anatomy and Midwifery, all of whom are Assistant Surgeons of the hospital ; and that the duties of Surgeon of the hospital and Principal of the college have hitherto been completely and efficiently performed, is evidenced in the acknowledged success of both Institutions, and in the repeated testimony borne to their efficiency by Government.

23. *Professors.*—I must here beg the interference of Government to prevent a change which would be nothing short of ruinous to the Presidency college. I feel very strongly that the Professors are already underpaid. Gentlemen are induced to come from Oxford and Cambridge on salaries apparently handsome (£600 or £700 a year), which, on their arrival in Bombay, they find to be barely sufficient to support a wife, and in case of a family or sickness, to be wholly inadequate. I see no reason for concealing from Government that there is much, and in my judgment, reasonable dis-

content on this point. The Professors do not scruple to say that they were deceived as to the value of their appointments, and I feel sure that Government will not succeed in retaining them. There always have been, and will be, injurious changes as long as the Professors are so underpaid. The evil will be aggravated, if a further reduction is made. A man who has taken a creditable degree at Oxford or Cambridge, (I do not speak of high honors, but of a creditable degree) will not consent to exile himself for a salary much less than he could earn as Editor of a local newspaper. One pregnant fact shall be mentioned. *There are only three Professors now in the service of Government of two years' standing and upwards.* Dr. Harkness, Mr. Sinclair, Mr. McDougall. Dr. Harkness, however, is Principal of the Elphinstone college, and has always drawn an adequate salary. Mr. Sinclair has had pluralities from time to time, has never received less than Rs. 600 a month, and is now Registrar of the University. Mr. McDougall, who has no academical pretensions to the rank of Professor, has always enjoyed a plurality of appointments. May I be permitted also to observe, that these three gentlemen came from Scotch and Irish Universities, and are more easily satisfied than Oxford and Cambridge men. I earnestly beg that this may be weighed.

24. We are now engaged in establishing a University which will confer the well understood distinctions of B. A. and M. A., surely it will be nothing short of a stultification of this project to lay down at the same time a scale of salaries which would render it impossible, as if adopted it unquestionably will, to procure and retain the services of qualified Professors from the Universities at home. I submit with great respect, that it would not be honest in itself, or fair to the natives to whom Government professes to afford the opportunity of competing for degrees on equal terms, as far as may be, with their fellow-subjects who graduate at home. It is not fair to apply the terms University, College, and Professors, to institutions that do not deserve the name.

25. I trust that Government will not acquiesce in our taking lower ground with the Presidency college than it at present occupies, or expect that "University education" in any legitimate sense of the word can be given by school-masters such as I could mention, imported from obscure British institutions, or picked up in this country, and dignified with the deceptive title of Professors. If the state cannot afford to allow six Professors to the Presidency college, let it have four, but let them have salaries that will attract and keep good men. An inadequate *number* of Professors is an evil, but much less of an evil than an *inadequate remuneration* of Professors. The former defect may diminish the quantity, the latter certainly deteriorates the quality of the teaching. I earnestly hope that Government will support this remonstrance. If such details were in place, I could give painful

evidence of the kind of effects that result from the present system in the case of sensitive, conscientious, and high spirited gentlemen such as was the late Professor Rawlinson.

26. I do not object to continuing the small pay of Rupees 200 a month to the lecturer on Chemistry and Botany, who will also be a Professor of the Grant Medical college and an Assistant Surgeon, but the least that should be allowed to a Professor as total salary is Rs. 500. I recommend strongly that present rates be maintained (I do not venture to ask as I should wish to do for an increase), and that the two on Rs. 500 should be considered as junior Professors, to be promoted on a vacancy to Rs. 600, as the salary of a senior Professorship, or the salaries might be Rs. 500, Rs. 550, Rs. 550, Rs. 600 according to seniority.

27. The Law Professors who are, or may be, pluralists, may, I think be remunerated as at present.

28 Dr. Girard, acting Principal of the Grant Medical college, has expressed the following opinion with regard to the separation of one of the Assistant Surgeoncies of the hospital from the Professorship of Chemistry and Botany in the college. In this point I concur.

" With reference to the separation of one of the Assistant Surgeoncies " of the hospital from the Professorship of Chemistry and Botany in the " college, I cannot, as having held these appointments for thirteen years, " be expected to give an opinion as to efficiency with which the duties of " these offices have been performed, but I know from experience they are " compatible with each other, and I believe it to be known to the Governor " in Council with what amount of efficiency and success my duties in the " hospital and college have been performed."

29. I am at the orders of Government with reference to the concluding proposal of Mr. Ricketts.

(Signed) E. J. HOWARD,
Director of Public Instruction.

6/10

APPENDIX No. 185

Department of Public Instruction, Bombay.

MINUTE BY THE RIGHT HON'BLE THE GOVERNOR OF BOMBAY, CONCURRED IN BY THE HON'BLE A. MALET.

It is of course expected that this Government shall give its opinion upon Mr. Ricketts' proposal to revise the salaries of officers in the department of Public Instruction. I shall therefore proceed to state my views as briefly as possible.

First as to the Director's salary. I am firmly convinced that the sum which was allotted, (only two or three years ago,) to the remuneration of the Director of Public Instruction is not too high. If the department is not to be a sham it is necessary that the Director should be a man, not only of superior attainments, but specially qualified for the appointment. Mr. Howard has well remarked that it is impossible for any one to fill this appointment with efficiency, to command the respect of the Principals and Professors of the Colleges, and of his subordinates generally, if he is not a man of highly cultivated mind, and as a general rule, a University Graduate.

When the office was first instituted, I selected for it a gentleman whose qualifications were certainly equal, if not superior, to those of any member of the Civil Service. Yet Mr. Erskine hesitated to accept the appointment. It was one not in the regular line of the service, yet it was one which might not be accepted as a matter of temporary convenience. If he accepted, it was with the view of remaining in it, for he felt that of all appointments, this was the one in which frequent changes would be most prejudicial. Yet to enter it even on its present salary as a permanent office, would be to one who might, in a few years, fairly aspire to the highest offices under Government, would be to make a certain pecuniary sacrifice.

It is not necessary that I should refer to the circumstances under which Mr. Erskine resigned the appointment. It is sufficient to say that they do not cast a doubt upon the sincerity of his intention when he accepted it, to remain in it permanently. But when, notwithstanding my earnest solicitations, Mr. Erskine determined upon quitting the appointment, it is a fact that I had great difficulty in procuring a successor who was duly qualified for the appointment.

I do not mean to say that there were no members of the Civil Service who might have held it with credit, but these gentlemen were either provided with better appointments, or were looking to better appointments, or else from their youth, they would hardly have commanded the respect and deference which, as the head of the department of Public Instruction, they were entitled to expect.

In this difficulty, I looked beyond the limits of the service, and in Mr. Howard I found a gentleman, who, as he has since abundantly proved, was

admirably qualified for the office. A Graduate, and for a short time a Tutor at Oxford, his University training was a great advantage to him ; his good sense, tact and temper have never been at fault, while as an educational reformer, I believe that he has done more to improve the colleges and schools of this Presidency than probably any one who could have been appointed in his place.

But does Mr. Ricketts suppose that Mr. Howard jumped at my offer when I proposed to him to undertake the office of Director of Public Instruction? If so, he is much mistaken.

Mr. Howard took time to consider of it, and then only accepted it conditionally. He was to hold it for six months on probation, during which time he was to be at liberty to retain a portion of his practice at the Bar. If, upon trial, he found that the office suited him, he was to retain it, otherwise he would revert to his profession.

When after a time Mr. Howard determined to retain the appointment, he gave up voluntarily the office which he held of Legal Remembrancer, finding that it demanded too much of his time, but at the same time he informed me that in a pecuniary point of view, he would be a loser by retaining the Directorship, and that his practice as a Barrister, together with his appointment of Legal Remembrancer, brought him in a larger income than that assigned to the office of Director of Public Instruction, which it is now proposed to reduce.

I think it right to state these facts, because I am satisfied that no selection could have been made which would have given equal satisfaction, to that of Mr. Howard—and that if the salary is curtailed, so must also be the power of selection, and consequently the chances of success.

With regard to the other appointments in the department, I strongly recommend Mr. Howard's able letter to the consideration of those who will have to decide upon Mr. Ricketts' recommendations.

It is evident that upon some points much misapprehension prevails. I cannot but believe that the number of schools here and at Madras is one of these. There were always abundance of Native schools in the Madras Presidency, and I believe the Lancastrian system was imported from that part of India, but the number of Government schools, and the amount of instruction imparted in them, (with the exception of the high School at Madras), was a few years ago lamentably small, and I should hardly think that even now they can be equal to those in this Presidency.

The separation of the Surgeoncy of the Jamsetjee Jeejeebhoy hospital from the Grant Medical college would, in my humble opinion, be a mistake,

but upon this point it might be as well to ask the opinion of Dr. Morehead, who is better qualified than any one to speak.

In conclusion, I would earnestly deprecate any reduction of the pay of the Principals and Professors of the Presidency and Poona colleges. If the noble design of educating the Natives of this country is not to be abandoned, let it be prosecuted in the same spirit of liberality in which it was commenced, and let not a misplaced economy deprive the department of Public Instruction of the services of those by whom only it can be successfully carried out.

ELPHINSTONE.

31*st March* 1858.

I concur in the remarks of the Right Hon'ble President.

A. MALET.

1*st April* 1858.

APPENDIX No. 186

Department of Public Instruction, Bombay.

MINUTE BY THE HON'BLE MR. REEVES.

FIFTEEN hundred Rupees a month would, in my opinion, be a very inadequate salary for the office of Director of Public Instruction in this Presidency. Mr. Ricketts rightly desires that salaries should be settled consistently with duties and responsibilities, but surely local circumstances and peculiar talents or qualifications are most important considerations, and absolutely indispensable in a fair estimate of labor and its remuneration.

The Director of Public Instruction is in fact a Commissioner for the whole of this Presidency, Scinde included ; and he must be a man of first-rate abilities, possessed of a highly cultivated mind, a thorough gentleman. The office cannot be permanently held by an officer of the regular Civil Service, as the Right Hon'ble President shows, there is therefore no pension available to the holder of it. In this Presidency, living is much more expensive than it is in the north of India. I am convinced that a gentleman qualified to undertake the extensive responsibilities of this office cannot be secured for the salary which Mr. Ricketts proposes, and I must here again enter my protest against the settlement of Bombay salaries with mere reference to Bengal standards, without just regard being had to local circumstances, for it is perfectly clear, that the result will be inconsistency and unsuitability.

I find the same fault with all Mr. Ricketts' proposed reductions, all have been considered with relation to salaries which may be adequate for the north of India, but no reference seems to have been made to local peculiarities. Our Inspectors and Professors now enjoy salaries, which, as regards incumbents not in the regular service, are barely sufficient to enable them to maintain themselves respectably. We have had great difficulty in procuring them—their duties are laborious, and call for the employment of peculiar talents and qualifications. The reduction which Mr. Ricketts desires to effect would, of course, necessitate our having recourse to an inferior order of men. I object particularly to Mr. Ricketts' views on the subject of Professors ; their adoption would prove in the highest degree injurious to the great cause of Education.

Mr. Howard objects to the scale of salary for Deputy Inspectors being carried so low as Rs. 50. If there has been a defect or inconsistency in the past arrangements connected with the department of Education it is this, in my opinion at least, that the lower grades have been extremely ill-paid. The appointments were so little worth having, that the educated youth would have nothing to say to them except as a last resource to avoid beggary. It is obviously a great object to raise the character and tone of the department, but Rs. 50 a month is much too low for a Deputy Inspector, and Mr. Ricketts, in re-casting this grade, would deprive us of most

of the better paid situations, and add two situations of Rs. 50. I feel the strongest objection to this proposal; its only effect will be that of suppressing improvement and degrading the Deputy Inspectors, and I hope it will not be allowed. I entertain the opinion that the pay of subordinate situations in every department should be entirely left to the discretion and judgment of the local authorities, who are, beyond question, the most capable of settling it, with that full regard to local peculiarities, which is indispensable in dealing with the subject.

I entirely concur in the minute of the Right Hon'ble the President. I do trust that the able report of Mr. Howard will meet with the consideration which in my opinion it deserves; and it is my earnest hope that our arrangements in the department of Public Instruction may be allowed to go on in the same liberal style in which they have begun.

H. W. REEVES.

3rd April 1858.

APPENDIX NO. 184.

Educational and Medical Department, Bombay.

No. 1243, of 1858.

TERRITORIAL DEPARTMENT, REVENUE.

To

H. RICKETTS, ESQUIRE,

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

BOMBAY CASTLE, 20*th April*, 1858.

SIR,

With reference to para. 2 of my letter, No. 1154, dated the 8th instant I am directed to forward herewith, copy of a communication from Surgeon Morehead, dated the 14th idem.

2. His Lordship in Council presumes that Dr. Morehead's remarks, which are well worthy of attention, will be submitted by you, for the consideration of the Government of India.

I have the honor to be,
Sir,
Your most obedient servant,
H. YOUNG,
Chief Secretary to Government.

FROM

C. MOREHEAD, ESQUIRE, M. D.,
Acting Superintending Surgeon, Poona Division.

To

The Secretary to Government in the General Department.

POONA, 14*th April*, 1858.

SIR,

I have the honor to acknowledge the receipt of your letter, No. 842, dated the 7th instant, relative to the Grant Medical College, as in order to meet the wishes of the Right Honorable the Governor in Council in a manner commensurate with the importance of the enquiry; it will be necessary to express myself fully and freely. I trust that it may be permitted me to explain, in the first instance, the grounds on which my opinions on some points will be stated with a confidence, which otherwise might be regarded as misplaced and unbecoming.

2. The conviction that my connection with the Grant Medical College has now virtually terminated, frees me from a reserve which has hitherto res-

trained me in treating of proceedings in which I had largely shared, in which I was at the time still engaged, and in respect to which the leaven of self-interest might be held to bias my judgment.

3. It was in 1835, when as a member of the Governor's staff, I enjoyed the privilege of assisting Sir Robert Grant in making those preliminary enquiries, which led to the establishment of the Medical College; and in every step of the proceedings from that time to this, the active agency has devolved upon me. Thus at the very commencement of the investigation, a frank and friendly correspondence arose between myself and Dr. Goodeve, and Dr. (now Sir) W. O'Shaughnessy, the early professors of the Bengal College, and Dr. James Shaw, at the time a Professor in the Madras Medical College. In these communications the advantages and the defects of both institutions were freely exhibited and discussed. At a later period, it was my good fortune personally to inspect the Colleges of Madras and Bengal, and through the kindness and courtesy of the Professors, I was enabled to do so thoroughly, and to note deficiencies as well as perfections. At a date still subsequent to this, the opportunity was afforded me of observing Medical schools and hospitals in Europe and of interchanging opinions with many of the eminent men who have actively interested themselves in medical education.

4. It was, under the influence of a preparation of this kind, that the Grant College was first formed, and has gradually advanced. It has been the aim, throughout this long series of years, to adopt what was good from previously existing Colleges, but at the same time carefully to guard against copying their defects. There is a fundamental principle necessary to the existence of a Medical School which has been constantly kept in view, namely, that it should be intimately associated with a large hospital. There is a reciprocal advantage in this union. The students of the College learn practice. The patients in the hospital derive benefit from the professional skill of the students in their capacity of clerks and dressers, and from that closer investigation of disease which becomes necessary on the part of the Medical officers in order fully to fit themselves for their duties as teachers.

5. It is to the intimate union which has always subsisted between the Grant College, and the Jamsetjee Jeejeebhoy hospital, that the great success of the College as a Clinical School of Medicine and Surgery has been mainly due. It was, in this respect, several years far in advance of Bengal and Madras, and of any Clinical School in Great Britain with which I am personally or otherwise acquainted. It is to the same circumstance that the practical character of the final examinations in medicine and surgery is owing. In this important feature the Grant College for several years stood alone. A system somewhat similar, but far less complete, has been introduced into the examinations of the London University, but I know it from the lips of one of the most distinguished members of the Medical Faculty of that University that the Grant College took precedence of them. A similar method

of testing practical knowledge in medicine and surgery, is now followed in the Bengal College, but it had no existence at the time of my visit, in 1853.

6. It is to the connection between the College and hospitals that the perfect efficiency of the latter Institution is chiefly to be attributed. It is because the Medical officers of the hospital as Principal and Professors of the College have always felt that it was their duty to teach by example at the bed side, as well as by precept in the lecture-room—that a system of hospital discipline has been maintained, which may challenge comparison, and which for the last twelve years has been open as the day to any one inclined to inspect it.

7. But there is another view to take of the association of the College and hospital, in addition to its bearing on Medicine, Surgery and Midwifery, namely, its relation to the study of anatomy. The dissecting room is supplied from the unclaimed bodies of those who die in the hospital, just as medical schools now are in England, under the last Anatomy Act.

8. Such are the reasons, which in my opinion render it absolutely necessary that, in order to ensure the continued efficiency of the College and of the hospital, they must continue to be intimately united together; and I state with the most perfect confidence, that there is only one method by which this union can be adequately effected, namely, by both Institutions continuing, as heretofore, under one responsible head.

9. In suggesting a separation of the offices of Principal of the College, and Surgeon of the hospital, the further facts have been overlooked, that the Principal has hitherto been the Professor of Medicine, and that the duties of the latter office necessitate a connection with the hospital on grounds different and additional to those which have been urged in respect to the Principal. And here I would remark that in my opinion, it is most expedient that the Principal should be a Professor also. In the latter relation he has a better opportunity of becoming acquainted with the students, and they with him, and thus a useful influence becomes reflected on the office of Principal, which it otherwise would be destitute of.

10. Mr. Howard has very clearly shewn that the offices of College Principal, and Surgeon of the hospital are quite within the compass of one man's ability, when it is recollected that other Medical officers are also engaged in the hospital and dispensary duties. And all that is necessary in order to ensure the most perfect efficiency in the performance of the duties of Principal and Surgeon by one individual, is to be careful that the assistance afforded in the hospital is sufficient. That the duties of the Principal and Professors of the Grant College and of the Medical officers of the Jamsetjee Jeejeebhoy hospital are arduous, and laborious, is most true; but this must always be—these conditions are inherent in the duties, and they can only be met by the Government by careful selection, and liberal remuneration of the officers employed.

11. There is still another reason why the Grant College, which for many years only an establishment of three Professors, one of whom was honorary Principal, was able to effect so much, and it affords an answer to Mr. Rickett's question relative to Government by a Principal or by a Council. There was the most perfect harmony in action and rigid economy of force. There was no wasting of time, and fretting of temper, in consultation and discussion at a Council Board. The time, the ability, and the affections of all were concentrated on working out the result confided to them by the Government, in this lay the secret of the early success of the Grant College.

12. Mr. Howard has pointed out the error in Mr. Rickett's report relative to the salary of the Principal and Professor of medicine in the Grant College, and Surgeon of the Jamsetjee Jeejeebhoy hospital, and has shewn that the allowances are as noted in the margin. But there is also a want of precision in the report relative to the salary of the Principal of the Bengal College, which ought to be as noted in the margin.

BOMBAY.			
Principal, ...	0	0	0
Professor of Medicine,	300	0	0
Surgeon J. J. Hospital,	400	0	0
Pay and allowance Presidency House rent,	384	1	0
	1,084	1	0

BENGAL.			
Principal,	600	0	0
Professor of medicine,	400	0	0
Pay and allowance with a free House, ...	475	6	0
	1,475	6	0

13. Having now, to the best of my ability, stated my opinion on the question particularly referred to me, I would take advantage of the opportunity afforded me of pointing out what seem to me, the present imperfections of the College. I do so because this, in all probability, is the last time the subject will come before me, and I am unwilling to leave uncorrected the impression which this letter may create, that I regard the Grant College as unsusceptible of improvement.

14. My remarks will be confined to the Professorial establishment, because all that relates to the previous education of the students has at different times been fully set forth.

15. It has been stated in a former part of this letter, that in order to secure the most perfect efficiency in the performance of the duties of Principal of the College, and Surgeon of the hospital, sufficient assistance must be provided for the hospital duties; and that a faithful discharge of the professorial functions, necessarily laborious, should be ensured by the liberal remuneration of carefully selected officers. It is in these particulars that the College is; in my judgment, defective unless the pecuniary advantages be raised, so as to meet the just ambition, and retain the services of able and qualified men. The Institution may drag on a nominal existence, but its real efficiency will be fluctuating and uncertain.

16. The subject of the office of Principal, being salaried and no longer honorary, as heretofore, is already under consideration, and I therefore pass from it to other similar questions.

APPENDIX NO. 184

Educational and Medical Department, Bombay.

17. The salaries of the Professor of Materia Medica, and Medical Jurisprudence, should I think be raised, from Rupees 150 to Rupees 200 each. The Professors of Midwifery, Materia Medica, and Anatomy should be medical officers of the hospital, and should each receive for the duties Rupees 100 monthly. There should be a separate Professorship of Physiology, with which the duties of Curator of the Museum, and Pathologist to the hospital should be combined, and the salary be fixed at Rupees 300 monthly. The office of Pathologist to the hospital will be new, but it is very important. The opportunities of studying morbid structures, and of explaining them to students, are most ample. The time of the Professor of Medicine, and of the Professor of Surgery, is always so fully occupied, that these advantages have never as yet been completely turned to account. The appointment of a Pathologist would correct this deficiency.

18. By these means not only will assistance in the hospital be increased, the department of Anatomy, Physiology and Pathology strengthened, and duty now felt to be excessive be removed from the Professors of Medicine and Surgery, but another very important object, which I proceed to explain, will also be gained.

19. In order to maintain the permanent efficiency of a professional school, it is not sufficient merely to regard the proficiency of actual incumbents, but some degree of fore-thought must be exercised in making arrangements calculated to secure competent successors on the occurrence of vacancies.

20. In the junior ranks of the Medical department, the Government may probably depend with tolerable confidence for obtaining officers, who have evinced ability and zeal in the pursuit of medical science, qualified to teach Chemistry, Anatomy, Physiology, Materia Medica and Botany. But it is otherwise with the practical subjects—Medicine, Surgery and Midwifery. The object of a medical school is to teach the best method of preventing and curing diseases. The key-stone of the whole fabric consists in the fitness of the Professors of the practical branches. For this, some years of experience (and, as respects medicine, experience in India) is a necessary condition. Not that loose experience which consists in the routine daily treatment of a certain number of sick, but that close observation and investigation of disease, combined with the study of past and current medical literature, which, with a few occasional exceptions, is only to be found amogst those who connected with medical schools and hospitals are training to become teachers, or who not having this object in view are in self-defence compelled not to lag behind their associates.

21. On the general ranks of a Military Medical Service, the Government cannot, in my opinion, depend with confidence for obtaining proficient Professors of Medicine and Surgery, therefore there ought to be a pre-arrangement, and I believe that it is amply made in the recommendations proposed in the 16th

para: of this letter. The professor of Anatomy, freed from the subject of Physiology and the Curatorship of the Museum at present attached to his office, and with an increased interest in his hospital duties, consequent on the emolument attached to them, will naturally follow the Professor of Medicine or Surgery as his inclination dictates, and be gradually qualifying himself for one or other of these subjects. The same remark applies to the Professor of Materia Medica. I therefore regard the connection of the Professors of Anatomy and of Materia Medica with the hospital, and the grant of a salary for the duties performed, as an efficient method of training successors for the chairs of Medicine and Surgery, provided this ultimate object has been kept in view in the first selection of these officers.

22. The designation applied to the office bearers in the Jamsetjee Jeejeebhoy hospital, might now, I think, be changed with propriety and advantage. Those at present in use are derived from a Military system, and are unsuited for a large Civil hospital which forms part of a Medical school. I would suggest the titles—Superintendent, 1st and 2nd Physicians, 1st and 2nd Surgeon Physician or Surgeon Accoucheur. The Principal of the College and Superintendent of the hospital, will usually be either the Professor of Medicine or of Surgery. Let me for illustration assume the letter. Then the conjoined offices of the controlling and responsible head would be Principal of the Grant Medical College, Superintendent and 1st Physician of the Jamsetjee Jeejeebhoy hospital. The Professor of Surgery would be 1st Surgeon, the Professor of Materia Medica 2nd Physician, and the Professor of Anatomy 2nd surgeon, the Professor of Midwifery Surgeon Accoucheur. Such seems to me the kind of arrangement which ultimately will be found best suited for the Grant College, and Jamsetjee Jeejeebhoy hospital.

23. I would in conclusion apologize to the Right Honorable the Governor in Council for the liberty which I have taken in thus unduly extending my remarks, but so varied and so peculiar have the ties been which have bound my interests and regards in these Institutions, and so long have they endured, that I should have felt myself untrue to this long held trust, had I left unsaid any thing likely to affect, even in a slight degree, its future prosperity.

I have the honor to be, &c.,

(Signed) C. MOREHEAD,

Acting Superintending Surgeon.

APPENDIX No. 188.

Employment and Remuneration of Military and Uncovenanted Officers.

No. 2158.

GENERAL DEPARTMENT.

FROM

CAPTAIN H. R. JAMES,

Officiating Secretary to Chief Commissioner for the Punjab,

TO

H. RICKETTS, ESQUIRE,

Commissioner for the Revision of

Civil Salaries and Establishments throughout India.

Dated Lahore, 14th October 1856.

SIR,

I AM directed to acknowledge the receipt of your letter No. 542, of the 1st instant, with its enclosures, regarding the employment and remuneration of Military and Uncovenanted officers, and to state as follows.

2. The Chief Commissioner concurs in most of what you have advanced on these two important subjects. He thinks that both justice and expediency demand, that Military men and Civilians should receive the same amount of salaries when employed in similar duties. In the Political department such is the case, and has, he believes, always been the rule. The number of Military men and Civilians to be employed in each province should be defined, but he would not declare what offices should be filled by each class. It is for the public benefit that the present competitions for offices, especially in the higher grades, should exist. Sir J. Lawrence would select the best man available for promotion in the Punjab, whether he were a Civilian, or a Military man; and if the service, as it stood, did not possess a thoroughly efficient man for a vacant post, he would select one from the service generally. But under all circumstances, some posts will be found inadequately filled.

3. With a competition system, such as has now been established for the Civil service, the Chief Commissioner cannot understand how there can be any doubt, that the majority of Civil appointments should be filled by the members of that service rather than by Military men. This arrangement will work best for the Civil administration itself, and for the efficiency of the army. But a good sprinkling of Military men is beneficial, especially in a new country—their presence excites emulation.

4. As regards the Uncovenanted service, the case is more complicated and difficult. The Chief Commissioner has always been a staunch advocate for the increased employment of natives, and in particular for their being better paid; but he thinks that no one is a true friend to the native who desires to see him placed in high positions and exercising high functions at the present day. A native can do more work, and some work he can do better than the majority of European officers. A good well-trained native Deputy Collector is more useful, for instance, as a general rule, in settlement operations, than two Uncovenanted or Covenanted Europeans. But a native usually takes his tone from his

superior officer, and when left to himself is not as trustworthy as desirable. The Chief Commissioner would not himself, therefore, make a native a Judge, a Magistrate, or a Collector, still less a Sudder Judge. But in the North-West he would make him eligible for the posts of Joint Magistrate, Deputy Collector and Assistant Judge, and in the Punjab he would allow him to rise to the grade of 1st class Assistant Commissioner. In whatever grade he might be placed, his salary should be the same as that of the Covenanted officers of that grade. When natives have shown themselves fitted for such posts, he would then open higher ones to them.

5. I am to state that there is one Deputy Commissioner in the Punjab, Mr. Van Cortlandt, who draws Rupees 24,000 per annum.

I have the honor to be,

SIR,

Your most obedient servant,

HENRY R. JAMES,

Officiating Secretary.

G. A. SAVIELLE, PRINTER, CALCUTTA PRINTING AND PUBLISHING COMPANY (LIMITED), NO. 1, WESTON'S LANE, COSSITOLLAH.

Appendix No. 189.

Employment and remuneration of Military Officers in civil employ.

625.

REVENUE DEPARTMENT.

No. 1353.

Extract from the Minutes of Consultation under date the 24th December 1857.

Read again letter from the Commissioner for the Revision of Civil Salaries and Establishments dated 10th September, and recorded in Diary to Consultation 21st October 1856.

Read also the following Minutes.

Minute by the Right Honorable the President.	(Here enter 2d November 1857.)
Minute by His Excellency the Commander-in-Chief.	(Here enter 2d do. do.)
Minute by the Honorable Mr. Walter Elliot.	(Here enter 2d December 1857.)
Minute by the Honorable Mr. W. A. Morehead.	(Here enter 5th do. do.)

1. In one of the notes which accompanied the above letter, Mr. Ricketts records his sentiments on the pay to be alloted to Military men when performing Civil duties. The Government will first consider the general question of employing Military men in Civil office, and then the salaries to be alloted to them. It has been customary in India to employ a large number of Military officers in the Civil Department. The practice arose from necessity on new Kingdoms and Provinces coming under our rule, the management of which the Covenanted Service was too limited to undertake; but what was first an exception, has latterly become a rule, and in all the non-regulation Provinces and newly acquired districts, the employment of Military men has become a regular and organised system.

2. The policy of the measure, as a general system to be followed under ordinary circumstances, appears to this Government to be very questionable indeed; in cases of necessity, recourse must be had to the best means available, and it no doubt has happened that the pressure for men to fill Civil office has been at times so great, that the employment of Military officers has been unavoidable; there have also been instances in which distinguished Military men have shewn talents and acquirements so peculiarly adapted to Civil duties, that the good of the public service has required that they should be so employed: as a general rule however, this Government cannot approve of the practice, and they consider that it would be objectionable to reduce it to a systematic plan, as would be done, if, as the Commissioner proposes, a definite number of Civil offices were allotted to Military men, and authoritatively set apart to be filled by them only.

Para. 16.

3. It appears to this Government to be in opposition to all rule, system, and experience, to attempt to make the Army the School for Civil employment; and that it would almost certainly result in obtaining imperfect civilians and discontented soldiers. The injury that has been sustained by the Army in consequence of the employment of a large number of officers away from their regiments on staff duties is now generally admitted, and very little reflection will serve to shew that the effects, on both officers and men, from the continuance of such a system, must be most prejudicial. The Government therefore consider it desirable that a rule should be laid down, and adhered to as far as possible, that Civilians shall be employed to perform Civil duties, and Military men confined to those properly appertaining to the Army. By the establishment of such a rule, and by taking measures for keeping up the full complement of each service, to the extent required to meet the demands likely to be made upon it, the employment of officers of the Army in Civil duties will be of rare occurrence, and confined only to such exceptional cases as the emergencies of the service may from time to time create, when, it appears to the Right Honorable the Governor in Council, that their remuneration may be left to the determination of Government for the time being, according to the special circumstances of each particular case.

4. The Government consider this plan of remunerating Military officers according to the special considerations which may have called forth their services in the Civil branch, far better than that proposed in Mr. Ricketts' letter, of assimilating the salaries of Civil and Military officers when employed on the like Civil duties. Nor indeed do the Government see how Mr. Ricketts draws the conclusion that Military men and Civilians should receive similar salaries, as, according to his own admission, the Military would thus have an advantage conferred on them, seeing that

Paras. 11, 12, 13.

honors and distinction are open to them which are denied to the Civil service, and this of itself implies the necessity of a difference in remuneration. It appears to this Government that the employment of Regimental officers on Civil duties should only be a temporary arrangement to meet emergencies, when it is impossible to find the required agency elsewhere; and they have no hesitation in saying, that persons engaged in such temporary employment, cannot claim equal remuneration with those whose permanent profession it is. The reasons for this are obvious; such temporary occupants are liable to be withdrawn at any moment by the exigencies of the service to which they properly belong, to a sphere where other rewards and distinctions are open to them, they come unprepared to the performance of duties which are foreign to them, and their experience is gained only to be thrown away, when promotion or active service calls them to the Army, perhaps never to return to the same field of labor.

(A true Extract.)

(Signed) H. FORBES,

Acting Secretary to Government.

Appendix No. 120.
Employment and remuneration of Uncovenanted Officers.

REVENUE DEPARTMENT.

No. 1353 A.

Extract from the Minutes of Consultation under date the 24th December 1857.

Read again the following papers.

Letter from the Commissioner for the Revision of Civil Salaries and Establishments dated 10th September, and recorded in Diary to Consultation 21st October 1856.

Minute by the Right Honorable the President,	dated 2nd Nov. 1857.	Recorded in Diary after Cons. 23d Dec. 1857, No. 1353.
Minute by His Ex. the Commander in Chief,	dated 2nd ,, ,,	
Minute by the Honorable Mr. Walter Elliot,	dated 2nd Dec. ,,	
Minute by the Honorable Mr. W. A. Morehead,	dated 5th ,, ,,	

1. In one of the Reports which accompanied the letter above read, Mr. Ricketts enters upon a discussion of the salaries to be allowed to Uncovenanted officers. This is a subject of serious importance, beset with difficulties, and one on which the Government would wish to have avoided discussion at the present time, more especially as it is admitted by the Commissioner, that "concession may be for a time a dead letter."

Para. 20.

2. In this matter there are two distinct questions to be solved.

1st. The description of employment and the amount of emolument to be allotted to the Uncovenanted service, strictly as such.

2d. Whether any, and what opportunities should be afforded to the officers of that service for obtaining offices equal in duties, position, and emoluments, to the highest in the Covenanted Service.

3. With respect to the first question, the Government would observe that the Uncovenanted branch of the service has heretofore been regarded at this Presidency as a means of obtaining a valuable description of agency for the performance of routine duties, beyond the capacity of the ordinary class of Clerks, and yet needlessly occupying the time of the heads of Departments; and that as education advanced, and improvement followed, measures have, from time to time, been taken to extend the prospects of the Uncovenanted Service by calling their services into requisition in higher fields of labor. The Government are of opinion that, considering the general qualification and attainments of the Uncovenanted servants in this Presidency, sufficient openings have been given to them. The office of Principal Sudr Ameen has only been raised to its present level within the last few years; and very lately the Government of India were applied to, to sanction the appointment of 60 Uncovenanted Deputy and Assistant Collectors, on salaries ranging from 250 to 600 Rupees per mensem, involving an aggregate expenditure of nearly three and a half lacs of Rupees; the post of Deputy Collector of Sea Customs it is proposed shall be hereafter filled by an Uncovenanted servant, the Post Office at the Presidency is already in charge of an officer of that service, and the proposed changes in the Police will offer still more openings. The Government are not at present prepared to advocate any further extension of the measure.

4. The Government do not coincide in Mr. Ricketts' opinion that Europeans should be debarred the opportunity of entering the Uncovenanted branch, except in case of a deficiency of East Indians and Natives. They think it is a duty incumbent on the Government to procure the services of the best men, and they cannot consider the probability of obtaining energy and loyalty, otherwise than a strong recommendation. They do not however apprehend that the number of European candidates will ever be so great as to interfere materially with the interests of those born in the country.

5. The subject comprehended in the second question, viz. the opportunities to be afforded to the Uncovenanted branch for obtaining offices hitherto held by the Covenanted Service, is one of deep importance. No one will doubt the advisability of giving openings to the natives of the country for the attainment of position, distinction, and emolument, but the Government are disposed, very seriously to question, whether the present is the right time for effecting this, or whether the course suggested by the Commissioner is likely to prove satisfactory.

6. Mr. Ricketts proposes to extend their sphere of duty and to admit them to some of the highest offices in the State; he gives a list of those to which he considers them eligible, embracing seats in the Legislative Council, and on the bench of the Sudr Udalut, and he suggests that certain executive offices, now held only by Covenanted officers, should be placed at the disposal of the different Governments, to be by them filled up, at their discretion, by nominations from the Uncovenanted branch, "supposing these to be found thoroughly qualified for the performance of the duties."

3 *Judgeships.*
3 *Collectorates.*
3 *Magistracies.*

7. The Government consider it to be very questionable whether it is practicable to carry out these measures in the present relative condition of European and Native interests. The ranks of the Uncovenanted Service are equally open to the European and East Indian as to the Native, but the confined numbers of the two former, relatively with the Native population, requires the question to be considered principally as it bears on the latter class.

8. The first point of enquiry which suggests itself in regard to Mr. Ricketts' proposition is what constitutes "thorough qualification," and where such is to be found. The answer is obvious, and may be given by a reference to the Covenanted Service. It is conceded by the Commissioner that such a service is not only advisable but necessary; it has been established for the purpose, not only of ensuring to Government the labours of efficient officers for a certain stipulated period of time, but also to secure to it, looking to its position in this country, a certain number of able men, who are bound by all the feelings and ties of race, of country, and of principle, to maintain its supremacy.

9. In the discussion of a question of this nature, classes, and not individuals must be considered; and looking to circumstances and events at present occurring, it seems doubtful whether the thorough qualifications contemplated by the Commissioner are likely to be met with, and whether, looking to the very small numbers of the Covenanted service, it would be advisable to run any risk, by diminishing its strength.

10. The Commissioner would limit the appointments at first to those in the judicial line, but it appears to Government that political capital can be made and intrigue be carried on, as well in that as in any other department of the State, and probably with better success from being less open to suspicion and to detection.

11. The course proposed by the Commissioner of allowing certain offices to be filled up at the discretion of the several Governments from members of the Uncovenanted branch, is likely to be attended with no small inconvenience; and it would place the Government in a most invidious position. If such discretionary power were given, the people of the country would at once aspire to the offices declared open to them, and would not believe that they were not fully capable of undertaking the responsibilities involved in their acceptance: on the other hand, the authorities, supposing that the candidates who had offered themselves were not competent, would either have to sacrifice the interests of Government by their appointment, or to offer, by a refusal, what would certainly be viewed as an insult to a whole community.

12. It appears to the Government that the better way of throwing open the higher employments to the Natives of the country, should such a measure still be deemed necessary, would be to insist on entrance into the Covenanted Service, not however in the manner in which English young men are admitted, but by requiring that a sufficient standing should be obtained in the Uncovenanted Service in India in the first instance, and that a certain period should be subsequently passed in England. The British in India represent a paramount race, professing to be superior in attainments, in civilization, and in all the qualifications appropriate to a governing class; it is necessary therefore that they should support their own dignity of character, and in doing so, they doubtless act most truly and most honorably by the natives of the country. If the latter wish to be raised to official equality with educated English Gentlemen, it is essential that they should be capable of sympathizing with them morally, socially, and intellectually, to some extent at least, as without some such degree of concord, men cannot be expected to act together long, particularly in conducting the important affairs of Government. If the natives do not raise themselves to the standard necessary to fit them for the higher employments of the state, and if offices with similar obligations and responsibilities are to be held by both races, the Covenanted Service must of necessity descend to their standard, and the consequence of adopting such an alternative, it is not difficult to predict.

13. Mr. Ricketts would seem to regard Greek and Latin as unnecessary for Judges in India, but if it be an object to improve the state of this country by the introduction of Western

civilization, which is mainly founded, and more especially its system of jurisprudence, on the works of the sages of Greece and Rome, it appears to the Government that, although it may not be necessary to distinction that every man should be a scholar in those languages, yet it is requisite that he should be, to some extent, imbued with the principles, and habits of thought, and of society, which have been derived from them, in order to enable him to act with those who would be his equals in official position.

14. The Governor in Council must dissent from the principle assumed by Mr. Ricketts throughout his Report as a correct one, that the Government is to go into the market and procure labor at the cheapest rate. The fact of a Covenanted Service is almost a contradiction to this; but such a course practically is not and cannot be carried out without risking the Empire. No doubt an advertisement in the English papers would provide at a cheap rate, a staff sufficiently numerous for all the purposes of the Government, but it cannot be expected that the British dominion in India would last long under such a system. The Government have to consider, not only for what sum men will undertake to do their work, but also to look to their officers being able to maintain their position with proper dignity, to conduct the important duties entrusted to them without being harassed perpetually with the carking cares of narrow means. The lowest priced articles do not often prove the cheapest, and small salaries generally cost a country very dear.

15. In the opinion of Government the proper course to adopt in settling the question of remuneration for a Covenanted Service, is to consider two points; first, the allowances which should be given for the requirements of each office after taking all the circumstances of the holder and his position into consideration; 2dly, that point being settled, whether the public finances can afford the necessary funds, the final decision as to the exact amount being determined by the enquiries on the latter point.

16. On the whole, looking to the position which we occupy as a dominant foreign race, it must always be a matter of deep solicitude how far the Government can gratify aspirations among the Natives for place and power, consistently with their own safety, and the maintenance of their own superiority. The Government think that the proper course is to continue, as heretofore, gradually to enlarge the field of subordinate employment, leaving the higher offices of the State to a time when the great body of the people are able to form a judgment of the conduct and fitness of their superiors, and have shown themselves worthy of being entrusted with higher responsibilities.

(A true Extract.)

(Signed) H. FORBES,

Acting Secretary to Government.

6311.

APPENDIX No. 191.

Miscellaneous Papers respecting Grades of Salaries

Grades of Salaries, Punjab, Chief Comr.

No. 1210.

From R. TEMPLE, *Esquire,*

Secretary to the Chief Commissioner for the Punjab.

To H. RICKETTS, *Esquire,*

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

Dated, Lahore, the 31*st May*, 1856.

General.

SIR,

I am directed to reply to your No. 58, A. of the 30th Ultimo.

2. In regard to the grades, the Chief Commissioner thinks that they should, for the present at least, remain personal in the Punjab, on account of the mixture of Civil and Military Officers of various standing in the same Service, but where such personal considerations do not intervene, it is better to allot the higher Salary to the more arduous District and vice versâ.

3. Your printed questions have had the Chief Commissioner's consideration, and a set of answers is hereto annexed.

QUESTION.

1. Would it be advantageous to introduce grades of Salaries in the Judicial and Revenue Departments? How many grades of Magistrates and Collectors, of Judges, and of Commissioners would you have.

ANSWER.

It might be advantageous to introduce such grades. If the Office of Magistrate and Collector were united, there might be three grades. If separate, there might be two grades of Magistrates, and two of Collectors. There might be two grades of Judges, and two of Commissioners.

632

APPENDIX No. 142

Miscellaneous Papers respecting Grades of Salaries.

Grades of Salaries, Chief Commissioner Punjab

No. 1405.

From R. TEMPLE, *Esquire,*

Secretary to the Chief Commissioner for the Punjab.

To H. RICKETTS, *Esquire,*

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

Dated Lahore, the 1st July, 1856.

General.

SIR,

I am directed to reply to your letter, No. 246, dated 9th Ultimo, with its enclosure, enquiring whether objections urged against the gradation system, are found to exist in practice.

2nd. Whatever may be the theoretical merits, or demerits of the system, the Chief Commissioner considers, that a gradation of Salaries is calculated to work well.

3rd. It gives the Government greater means of rewarding and punishing; and of keeping the right man in the right place, and of satisfactorily dealing with cases that cannot otherwise be dealt with. In many respects, it strengthens the hands of a good executive. There is always a tenderness in regard to the displacement of incumbents. If an Officer, after his appointment to a valuable post, should disappoint expectation, there is generally a difficulty in the application of a remedy. Deprivation of Office would be too severe. But reduction, from a higher to a lower grade, would be feasible. Again, an Officer may be zealous and diligent, but from deficiency of ability and intelligence, will never become an efficient Officer. If he be debarred from promotion, he will despair and sink into indifference. On the other hand, if he be promoted to a more difficult Office, the public interest will suffer. An escape from the dilemma is provided by a gradation system. He may be raised one grade or so in his class, and thus he will be satisfied, and the public Service will be saved from harm. Again, there is the oft repeated and true argument that, if a gradation system exists, there is no necessity for promoting a man from one Office, which he fills well, to one which he will fill indifferently. He may be adequately promoted in his own line. If an Officer render distinguished Service, it is easier and more expedient to promote him rapidly in that line wherein he has succeeded, than to reward him by promotion elsewhere. Again, an Officer may be of high moral and intellectual qualities, but of weak physical constitution. He cannot perform the duties of a more arduous post, yet, rather than deny him promotion, the Government may be induced to offer him such a post, and he may be induced to accept it. Yet it were much better, if the Government were able to promote him in his own line, and to retain him in the post which he can manage. And in this case, he would be willing to compound for more moderate advancement, than he would otherwise expect.

APPENDIX No. 192

Miscellaneous Papers respecting Grades of Salaries.

Grades of Salaries, Chief Commissioner Punjab.

4th. Furthermore, the Chief Commissioner considers that a gradation system is likely to stimulate, hope, emulation, and exertion. In this country the climate enervates and superinduces apathy. Nor does public opinion supply the stimulus needed. There is but little real public opinion in India. And the Chief Commissioner fears that such public opinion as there may be, is but too often perverted, and has a tendency to favour mediocrity and incompetence ; to side with vested interests of place and Office, rather than to support the Government in the execution of its duty. Under these circumstances, any system that may infuse spirit and energy into the Service, must be worthy of adoption.

5th. Independently of these practical advantages, it seems but just in principle, that, if the duties of the same Office are performed very differently in different places, or by different persons, there should also be a variation of Salary. If there be (as indeed there are,) gradations of performance and of merit, there should also be gradations of pay.

6th. The above observations may have a general application. But I am now to point out certain advantages of the system special to the Punjab.

7th. In the Punjab the same duties are often discharged by elder and younger Officers, from different branches of the Service. One Deputy Commissioner may be a man of 25, another may be a man of 40. Now it is but proper that the elder, if he be an ordinarily good man, should be in a higher grade : otherwise he will naturally be disgusted. While the younger feeling himself junior, does not envy the elder, who receives more Salary.

8th. In the Punjab it will often happen that an Officer must remain in the same Office for many years. A man may be a Deputy Commissioner before thirty, and may be still a Deputy Commissioner at 40. In such cases the gradation system is advisable. For if a man be kept too long on the same Salary, the effect will be depressing.

9th. The conditions mentioned in the two foregoing Paras : are inherent in the organization of the Punjab Service, as it was originally and necessarily constituted. They will be equally found in other Provinces similarly administered.

10th. If the gradation system be maintained or introduced, a question will imprimis, arise, as to whether the higher grades should be *personal* or *local* ; shall a man who belongs to the highest class draw the pay whether he administers a light or a heavy District ? or shall the highest Salary be attached to the most difficult District, and be drawn by the Officer administering that District, whoever he be ? Now the grades at present in the Punjab are personal, but the Chief Commissioner would prefer to make them *local*. He would allot Salaries to Districts, either with reference to their administrative difficulties, or to their peculiar disadvantages. There are some Districts with ordinary work and charming climate. To these the Chief Commissioner would assign lower Salaries. There are some Districts with ordinary climate and civilization, but arduous work ; to these a better Salary might be at-

Grades of Salaries, Chief Commissioner Punjab.

tached. There are some Districts, rude and remote, with indifferent climate, with no advantages of Society or civilization, and with delicate or difficult work ; to these also a higher Salary should be allowed. By such arrangements, by the balancing of ease against difficulty, of advantage against disadvantage, the Public Service may in the Chief Commissioner's opinion be considerably benefited.

I have the honor to be,

Sir,

Your most obedient Servant.

R. TEMPLE,

Secretary to the Chief Commissioner.

Lahore,
The 1st July, 1856.

630.

APPENDIX No. 143.

Miscellaneous Papers respecting Grades of Salaries.

Grades of Salaries. Madras. Chief Secretary.

To H. RICKETTS, *Esquire,*

Commissioner for the Revision of Civil

Salaries and Establishments throughout India.

Fort St. George, the 30th December, 1856.

No. 618.

Financial Department.

SIR,

I am directed by the Right Honorable the Governor in Council, to acknowledge the receipt of your letter, of the 22nd September last, fowarding a note, which contains your views on the subject of the introduction of grades of Salaries for Judges, Collectors and Magistrates,—Joint Magistrates and Deputy Collectors,—and requesting the opinion of this Government on the question generally, and if grades be introduced, whether they should be local or personal grades.

2. The Government understand the question to be, first,—whether there should be gradations of Salary, for each Class of Officers which you have named, that is, whether there shall be different grades of Judges, of Collectors, of Deputy Collectors &c. with specified Salaries attached to each grade,—and 2ndly, if so, whether the gradation should be such, that the Salaries shall vary according to the circumstances of particular localities, or according to the qualifications and merits of individual Officers.

3. From the concluding passage in your Memo:, the Government are left in doubt, whether the grades of Salaries, there adverted to, are to apply to the four Governments generally,—that is, whether there is to be one scale of grades for all four,—or whether each Presidency is to have its own grades.

4. Whether it be possible or expedient, to construct a classification, either personal or local, for the whole of India, this Government are not prepared to state. They cannot, however, but greatly doubt, whether an arrangement could be so effected, as either to be just, or to give satisfaction, if made applicable to European Officers, in a country extending over 30 degrees of latitude,—and in the various Districts of which, consequently, the requirements and expenses of Officers, must be so very different.

5. Viewing the question, however, as it affects this Presidency, the Government are decidedly of opinion, that the Salaries of all Collectorates and Judgeships, should not be the same, but that the higher rates of remuneration should be assigned to those, which entail the heaviest labors, and involve the largest responsibilities.

APPENDIX No. [illegible]

Miscellaneous Papers respecting Grades of Salaries.

Grades of Salaries, Madras, Chief Secretary.

6. It seems clear, that in such a question as this, the extent and nature of the business to be performed must be taken into account, and this consideration indicates a local, rather than personal classification.

7. It may indeed be urged, and with justice, that great merit, energy, industry, and long Service, should be duly rewarded, wherever the immediate scene of employment may be. It will also be an advantage, that Government should have the means of recompensing these qualities and claims, without the necessity of removing their possessor from the locality where he hitherto has been,—and might continue to be occupied, with the greatest benefit to the Public Service.

8. The Government must, however, confess, that they could not but regard with much distrust, any plan for *merely* personal classification. The arguments urged against it by the Honorable the Court of Directors, seem to them valid. The Governor in Council is convinced, that, if it alone were adopted, the head of the Government would be placed in an embarrassing position,—and that great dis-satisfaction would probably be occasioned.

9. If any plan could be devised, for combining local and personal classification, it might be tried,—but the framing of such a scheme would be attended with great difficulties.

10. On the whole then, the Madras Government are in favor of classification,—and that classification, local,—as regards the higher Class of Officers. Judgeships, and Collectorates,—They must, however, greatly question, whether the system could with advantage be extended to the Subordinate grades of the Service. It is to be feared that, if there were, say two or three Classes of Deputy Collectors, Joint Magistrates, or Head Assistants, it would lead to frequent change of appointments, or officiating appointments, and much consequent embarrassment to the despatch of business.

11. In conclusion, I am desired to state that, in the judgement of this Government, although there can be no question as to the advantage of stimulating exertion, by holding out hopes of promotion and distinction, there are two other points which, in conducting the affairs of a great country, seem to them to be of vastly more importance. These are, first, to adopt every means of insuring generally, capability of every necessary kind, in all Officers who are permitted to attain the higher grades,—secondly, to secure the full employment of all their energies in the Public Service, by giving them ample remuneration for their labours, with full consideration for the circumstances in which they are placed.

I have the honor to be,

Sir,

Your most obedient Servant.

T. PYCROFT,

Chief Secretary.

APPENDIX No. 194.

Miscellaneous Papers respecting Grades of Salaries.

Grades of Salaries, Bengal, Board of Revenue L. P

No. 187.

From THE OFFICIATING SECRETARY TO THE BOARD OF REVENUE L. P.

To H. RICKETTS, *Esquire,*

Commissioner for the Revision of Civil Salaries and Establishments.

Dated, Fort William, the 9th May, 1856.

Land Revenue.

J. Dunbar, and W. Dampier. } Requires

SIR,

I am directed by the Board of Revenue, to forward herewith, Copies of Minutes recorded by the Members, in reply to the enquiries contained in your letter of the 2nd Ultimo, No. 29.

I have the honor to be,

Sir,

Your most obedient Servant.

E. S. MOOR,

Officiating Secretary.

MR. DAMPIER'S MINUTE.

My opinion is, that with the exception of the three Cuttack Collectorates and Agencies, and the 24 Pergunnahs, in which are now included the Salt Agency of that District, and the Calcutta Collectorate, the Salaries of the Revenue Officers in charge of Collectorates, should be personal, and not dependent on the Districts to which the Officers may be nominated.

I can see no reason, why Officers in charge of Districts, in which the duties are so light as Rungpore, Tipperah Mymensingh, Dacca, and others, should draw a higher remuneration,—than those in charge of Pubnah Maldah and Noakhallee, in which the Revenue duties are heavy, and to which are included the responsibilities of the Police and Criminal work.

I would propose to have thirteen first grade Collectorates at 2,000 per month, and fourteen second grade at sixteen hundred Rupees per month.

The Officers at Bancoorah Baraset, Mooteeharee and Furreedpore, I would leave as they are now, I do not think that beyond this expression of opinion, Mr. Ricketts requires any detailed plan.

(Signed.) W. DAMPIER.

5th May, 1856.

640.

APPENDIX No. 194

Miscellaneous Papers respecting Grades of Salaries.

Grades of Salaries, Bengal. Board of Revenue L. P.

MR. DUNBAR'S MINUTE.

I would in all cases attach the Salary to the *Office*, leaving the Government to select the fittest men.

I would have 3 grades,—including the Deputy Collectorates, there are 36 Districts to be provided for.

The first grade would include the 3 Cuttack Districts and the 24 Pergunnahs.

The third grade would include the following Districts,—Beerbhoom, Bhangulpore,—Monghy Baraset,—Bancoorah,—Bograh Chumparun, Maldah and Furreedpore.

The second grade would include all the others.

I would equalize the Salaries in all the Offices of each grade.

(Signed.) J. DUNBAR.

7th May, 1856.

Board of Revenue L. P.

Fort William,

The 9th May, 1856.

(True Copies.)

E. S. MOOR,

Officiating Secretary.

641.

APPENDIX No. 195.

Miscellaneous Papers respecting Grades of Salaries.

Grades of Salaries, Madras, Board of Revenue.

Extract from a letter, from G. S. Forbes Esq. Secretary to the Board of Revenue, Madras, No. 1,709, *dated* 31*st May* 1856, *to Henry Ricketts Esq. Commissioner for the Revision of Civil Salaries and Establishments throughout India.*

3. As regards the 1st point, the Board are of opinion, that the Public Service is benefited by gradations of Salary, holding out a prospect of progressive advancement to the Officers of Government. They conceive, that the absence of such an arrangement, is calculated to exercise a depressing effect on those who, having attained a certain rank, see before them no prospect of further advancement. This remark applies, especially, to the position of Collectors, and Sub-Collectors, under this Presidency, where, owing to the circumstances of the Service, it is found, that men attain a position inferior in its emoluments, to that of their cotemporaries in Bengal, and the North West Provinces, and remain in the same grade, with scarcely any hope of further advancement.

7. Prior to the year 1836, eleven of the Madras Collectorates were distinguished from the rest, by the title of Principal Collectorates, and a higher rate of Salary was paid to the Officers in charge of these Districts. In that year, the Board of Revenue, as then constituted, proposed the abrogation of the rule, which had hitherto linked the higher rates of Salary, and the designation of Principal Collector, to the Districts which were considered as the most important and onerous. They were of opinion, that the Government should be allowed to raise meritorious Officers to the higher grade, without being compelled to transfer them from the appointment which they might hold at the time. This proposition received the assent both of the Local and of the Supreme Government. In 1831, however, the Court of Directors in a Despatch, in the Financial Department, No. 17, dated 10th July 1839, strongly objected to this principle, as opposed to the views they had already expressed, and the higher grade was then altogether abolished.

* In From Government 5th Nov. 1839.

* *Sic in Orig:*

642

APPENDIX No. 136

Miscellaneous Papers respecting Grades of Salaries.

Grades of Salaries, Bombay, Revenue Commissioner M. D.

No. 1,494 of 1856.

From E. G. FAWCETT, *Esquire,*

Revenue Commissioner, M. D.

To H. RICKETTS, *Esquire,*

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

Tanna Districts,

Revenue Commisr's Office,

Camp "Mathoran."

28*th May*, 1856.

SIR,

In reply to your enquiry, in your letter, No. 29, of the 2nd Ultimo, I have the honor to inform you, that I am of opinion that personal Salary is not so conducive to efficiency, as when the Salary is attached to the Office, and that there should not be different grades of Collectors.

2. The claims of Officers to promotion, when the number of the whole is only 12 for the whole Presidency, would be apt to produce more changes than are desirable. The amount of work, in all, is very heavy, and even in those where it is less than others, it is quite enough to fully occupy a most industrious man.

3. If any gradation be determined on, I should incline to look rather to climate, and general desirability of Station, and give the more wearing climate the advantage of the higher pay, thus: for this Presidency, I should say the four Collectorates of Goozerat and Khandesh should be more highly remunerated than the others.

4. The only gradations that we have at present, are that of the Junior Collector, who receives only Rs. 1,916-10-8, and the two Sub-Collectorates of Colalia and Nassick. I do not consider the latter grade an advantage, but rather as a makeshift, where the Collectorate is too large to be easily managed as a whole, and yet not large enough to require two full Collectorates.

I have the honor to be,

Sir,

Your most obedient Servant.

E. G. FAWCETT,

Revenue Commissioner M. D.

644

APPENDIX No. 194

Miscellaneous Papers respecting Grades of Salaries.

Grades of Salaries, Bombay, Revenue Commissioner S. D.

No. 2662 of 1856.

From H. W. REEVES, *Esquire,*

Rev : Commissioner S. D.

To H. RICKETTS, *Esquire,*

Commissioner for the Revision of Civil

Salaries and Establishments throughout India.

Poona, Rev : Commr : Office,

28*th August*, 1856.

SIR,

In reply to your letter, dated April 2nd last, No. 29, I have to observe, that it will be difficult, constantly, to introduce the system of graduated Salaries into the Revenue Branch of the Bombay Presidency, so far at least as I know it. After serving in several of the Collectorates of the S. D., and seeing all of them, I could point out but one only, in which the duty is lighter than in the others; while in all it is incontestably very heavy. The responsibility, I should think, very much the same in all.

2. I fully allow the soundness of the principle which is proposed in your letter; and I think that whenever it is carried out, it should be applied to Districts or duties, and not to persons.

I have the honor to be,

Sir,

Your most obedient Servant.

H. W. REEVES,

Revenue Commissioner S. D.

6-40.

APPENDIX No. 198.

Miscellaneous Papers respecting Grades of Salaries.

Grades of Salaries, Punjab, Financial Commissioner.

Extract of a letter, from the Financial Commissioner of the Punjab, to the Commissioner for the Revision of Civil Salaries and Establishments throughout India, No. 2455, *Dated, the* 12*th July,* 1856.

Para 7. As respects the query contained in your 2nd paragraph; I would class the importance and laboriousness of the several Commissionerships of the Punjab, as they stand at present, in the order noted in the margin, though the Peshawar Division is probably entitled to a higher position than I have here assigned to it, owing to the heavy Political duties, connected with that turbulent frontier, and the races beyond it, which devolve upon the Officer holding the Post of Commissioner and Superintendent,—in regard to the extent and importance of which however, I have no adequate means of forming a correct judgement.

Name o Division.	Number of Districts.
1. Lahore.	5
2. Cis-Sutlej.	5
3. Trans Sutlej.	3
4. Ihelum.	4 & Salt Department.
5. Leia.	4
6. Peshawar.	3 & Kohat Salt mines.
7. Mooltan.	3 & Sutlej Salt. Preventive line.

8. The duties devolving on the Commissioner of Lahore, must be at least double of those, devolving on the Commissioner of Multan, and those of the remainder all differ, more or less from one another, though in a smaller ratio, so that on this score at all events, there is abundantly sufficient ground for introducing a graduated scale of Commissionerships.

9. I am myself however, of opinion, that the Establishment of different grades of Commissionerships, as of all other ranks of Office whatever, is most desirable, irrespective of differences in the relative importance of the several Commissionerships; on the ground of its affording a means of promotion not otherwise attainable; and I think it of more importance, that the Head of the Local Government, should be enabled to retain each individual Commissioner in that position, in which he deems it most desirable to place him, without thereby retarding his promotion,—than, that the Salary of each Office, should be proportioned to the labor which it involves.

10. The Salary of this Class of Officers in the Punjab has been fixed on a scale, which I certainly cannot recommend should be further reduced, in the existing state of affairs;—and accordingly, I would propose, that there be three grades of Commissioners as per margin,—* the distribution of whom should be entirely discretionary with the Chief Commissioner,—their promotion being also regulated by him, subject to the approval of the Supreme Government.

* 2 on Rs. 3000 per mensem.
2 or 3 on 2750 Ditto.
3 on 2500 Ditto.

11. Should the number of Commissionerships continue the same as at present, the above arrangement would effect a saving of Rs. 250 for mensem, as compared with the Schedule now in force, but it will be observed, that I have suggested 8 Commissionerships in liew of 7, as I believe the duties at present devolving on the Commissioners of Lahore and the Cis-Sutlej, to be in each case greater, than can be imposed upon any one individual, in

APPENDIX No. 198.

Miscellaneous Papers respecting Grades of Salaries.

Grades of Salaries, Punjab, Financial Commissioner

justice either to himself, or to the interests of the Public Service,—and it has, I believe, been, in consequence, in contemplation, to form these two Divisions into three, a measure advocated, I believe, by every individual in the Punjab, who has bestowed any consideration upon the subject.

I have the honor to be &c.

(Signed.) D. F. McLEOD,

Financial Commissioner for the Punjab.

APPENDIX No. 199

Miscellaneous Papers respecting Grades of Salaries.

Grades of Salaries, Madras, Sudr: Udalut.

Madras, 23*rd July*, 1856.

From GEORGE ELLIS, *Esquire*,

Register to the Court of Sudr : Udalut.

To H. RICKETTS, *Esquire*,

Commissioner for the Revision of Civil Salaries and Establishments throughout India.

SIR,

1. I have the honor to acknowledge the receipt of your letter, of the 2nd April last, requesting the opinion of the Court of Sudr : Udalut, as to whether it is desirable to introduce a system of graduated Salaries, in the Judicial Branch of the Service.

2. In reply, I am desired by the Judges to state, that they are averse to a system of graduated Salaries, as regards the European Officials, or to the allowances of Judicial Officers being personal. They consider, that it would be more advisable, that a system should be introduced, by which a Judge presiding over a Court in which the work is heavy, should have an Assistant placed under him, who, while relieving the Judge of much of the voluminous detail of business, would be receiving that training for the Judicial Office, which, (as stated in a former letter,) under the present system, he is unable to receive. This Assistant, the Judges are of opinion, should, previous to his appointment, have served at least two or three years as Assistant to a Collector, and have passed the Examination now required by the Government.

3. In certain Zillah Courts in this Presidency, namely those of Combaconum in the Tanjore District, Calicut in Malabar, and Mangalore in South Canara, the work is heavier than in others, and the Court are of opinion, that in consideration of the additional labor imposed on the Officers presiding in those Courts, a higher rate of Salary should be paid them, or that they should, as above suggested, be provided with an Assistant.

4. With regard to the native Judicial Officers, the Court of Sudr : Udalut propose a system of gradation, as they consider that such a system, (which is actually in operation in this Presidency,) has been productive of good results; at the same time they are opposed to the promotion of this Class of Officers being made dependent on seniority, being confident that the efficiency of the native Public Servants will never be improved while such a system is in force.

5. In regulating Salaries, the Court of Sudr: Udalut conceive that two objects are to kept in view, the one that a fair incentive to merit should be held out, the other that Office holders should not, for their personal advantage, be transferred from one appointment to another, to the manifest

Grades of Salaries, Madras, Sudr : Udalut.

detriment of the Office, with the duties of which they have become familiarized. A prospect of increase of Salary, after meritorious Service, for a certain period, which would in a great measure remove this desire to change, should be held out to the several Judges and Magistrates, European and Native, which increase would, of course, be personal to them.

I have the honor to be &c.

(Signed.) G. ELLIS,

Register.

Sudr : Udalut,
Register's Office,
23rd July, 1856.

APPENDIX No. 2

Miscellaneous Papers respecting Grades of Salaries,

Grades of Salaries, Bombay. Sudr: Adawlut.

No. 1004 of 1856.

Bombay, Sudr: Udalut, 30th April, 1856.

To the Commissioner for the Revision of Civil Salaries and Establishments.

SIR,

I have the honor to acknowledge the receipt of your letter, No. 27, dated the 2nd Instant, requesting the opinion of the Judges of this Court, as to whether it is desirable to introduce a system of graduated Salaries in the Judicial branch of the Service, and, if such a system be introduced, how many grades of Judges and Magistrates there should be, and how many in each grade, and whether there should be a prescribed rate of Salary for each Office, or whether the Salary should be personal, as in the Punjab.

2. In reply, the Judges direct me to state, that they are not sufficiently acquainted with the system in the Punjab, to be able to give an opinion on the subject of personal Salaries,—but the duties and responsibilities of all Zillah Judges being the same, the Judges do not approve of any difference being made in grades, such as first Class, or Second Class Judges, but, as there is much variety in climate, and some Stations are considered more eligible than others, and the candidates for some are numerous, while it is difficult to prevail upon people to accept appointments at the less desirable Stations, they are of opinion that some arrangement, by which the Salaries at the worst Stations should be increased, and those at the more eligible be reduced, would have a beneficial effect. Unless it was made a rule, and strictly adhered to, that an appointment to those considered the more desirable Stations, should be the reward of good Service in the others.

I have the honor to be,

Sir,

Your most obedient Servant.

M. A. COXON,

Registrar.

652

APPENDIX No 201

Miscellaneous Papers respecting Grades of Salaries.

Grades of Salaries, Bengal, Sudr : Adawlut.

No. 1364.

To the Commissioner for the Revision of Civil Salaries and Establishments throughout India.

Sudr Dy. Adt Present.
H. T Raikes, B. J. Colvin, and J. H Patton, Esquires Judges and J S. Torreus, Esq. Offg Judge.
* Messrs. Raikes, Colvin, Patton.

SIR,

The Court, having had before them your letter, No 27, of the 2nd April last, direct me to inform you, that the majority* would not recommend a change in the present system; but if a gradation of Salaries be adopted, they think it should be personal, to obviate the necessity of change of Officers from one District to another, which is an evil already of too frequent occurrence.

2. The majority remark, that the system of graduated Salaries was, they believe, tried in 1835 and 1836, and prevailed for several years; but it was discontinued for financial reasons. The Court do not see why gradation of Salaries should conduce to more efficient management than the prospect of promotion. Mr. Torreus, differing from the rest of the Court, would recommend a gradation of Salaries, which might serve as a means of advancement of Sessions Judges, who did not receive Commissionerships, or sent in the Sudder Court.

3. Copies of the notes of the Judges, on the subject of your letter, are herewith sent.

I have the honor to be,

Sir,

Your most obedient Servant,

H. W. RUSSELL,

Officiating Register.

Fort William,
The 4th September, 1856.

* *Query* seats *not* rent.

654.

APPENDIX No. 244.

Miscellaneous Papers respecting Grades of Salaries.

Grades of Salaries, Calcutta, Sudr: Adawlut

ENCLOSURE.

(Copies.)

MINUTES RECORDED BY THE JUDGES.

Mr H. T. Raikes. I would not change the present system; but if a gradation of Salaries is adopted, I think it should be personal, to obviate the necessity of change from one District to another, which is an evil and one already of too frequent occurrence.

(Signed.) H. T. RAIKES,

Judge,

The 22nd August, 1856.

Mr. J. H. Patton. I concur.

(Signed.) J. H. PATTON,

Judge,

The 26th August, 1856.

Mr. B. J. Colvin. The system, alluded to in this letter, was tried in, I believe, 1835, 1836, and prevailed for several years. It was discontinued for financial reasons. I do not see why a gradation of Salaries should conduce to more efficient management than the prospect of promotion should do. I would not alter the existing system. If it be altered, I concur with Mr. Raikes that the gradation should be personal.

(Signed.) B. J. COLVIN,

Judge,

The 26th August, 1856.

(True Copies.)

H. W. RUSSELL,

Officiating Register.

656.

APPENDIX NO. 203.

Employment of Auxiliary officers,

No 637.

GENERAL DEPARTMENT.

FROM

The Secretary to the Government of Bengal,

To

H. RICKETTS, ESQUIRE,

Commissioner for the revision of Civil Salaries,
and Establishments throughout India.

Dated Fort William, 15th October, 1856.

SIR,

I am directed to acknowledge the receipt of your letter, dated the 20th ultimo, submitting a correspondence with the Government of the North West Provinces, regarding a scheme for securing the due performance of the duties of absentees by entertaining an auxiliary body of Uncovenanted officers to be available for filling the places of Covenanted officers on leave, and requesting the opinion of the Lieutenant Governor on the proposition.

2. In reply, I am desired to say that the Lieutenant Governor feels great doubt whether he is warranted in entering on a discussion of this sort unless called on by the Supreme Government. He desires me, however, to state that the proposition, as he understands it, appears to be at variance with the strict orders which this Government received from the Supreme Government in the case of Mr. Reilly (an Uncovenanted Principal Sudder Ameen, who was appointed to officiate for a Civil and Sessions Judge during, the latters absence on leave) that no such appointments should be made in future.

3. With reference to your remarks regarding the cost of substitutes, the Lieutenant Governor believes that you are correct in supposing that the whole amount of such charge is met by deductions from officers absent on sick leave, and on special leave, that is leave on half pay, and if this is the case, there may probably be no necessity for considering the suggestion which you have thrown out that officers absent for more than a month on privilege leave should be required to pay the cost of their substitutes. Such a suggestion His Honor would hesitate to acquiesce in, because there does not appear to him to be any reason why an officer who takes privilege leave for three months once in three years, should be required to pay his substitute, more than the officer who takes privilege leave for one month every year.

4. The original enclosures of your letter are herewith returned.

I have the honor to be,
Sir,
Your most obedient servant,
W. GREY,
Secretary to the Government of Bengal.

658.

APPENDIX NO. 204.

Employment of Auxiliary Officers.

No. 1605A, of 1856.

JUDICIAL DEPARTMENT

FROM,

C. B THORNHILL ESQUIRE,

Officiating Secretary to the Government,

North Western Provinces.

To

H RICKETTS, ESQUIRE,

Commissioner for the revision of Civil Salaries,

&c., &c., &c., NYNEE TAL.

Dated, Head Quarters, Nynee Tal, the 8 *September,* 1856.

SIR,

I am directed to acknowledge the receipt of your letter No. 481, of the 31st ultimo, proposing the entertainment of an auxiliary body of deputy Magistrates and deputy Collectors to be available for filling the places of Covenanted officers on leave, and requesting the views of the Lieutenant Governor on the suggestion.

2. The Lieutenant Governor is of opinion that great convenience would undoubtedly result from the services of some number of experienced and competent officers being placed at his disposal, with powers which would enable them to render effectual aid for the ready supply of such temporary vacancies.

3. These officers could be most usefully employed when not required to fill a vacancy, there being a great and constant pressure of important work in all parts of these provinces, to the thoroughly prompt and satisfactory performance of which the existing agency cannot always be considered adequate.

4. The experience of the passing year has most forcibly demonstrated the insufficiency of the existing numerical strength of the Covenanted service in these provinces for the uninterrupted and efficient conduct of the administration of the country.

5 To such an extent has this scarcity of competent officers prevailed, that districts so important as Meerut and Allyghur have, from necessity, been left without any joint Magistrate and deputy Collector, a state of things which, from your own knowledge of the multifarious and onerous duties devolving on the officer in charge of a district, must, you will be aware, tend to very objectionable and injurious delays in the due discharge of essential public duties.

I have the honor to be,

Sir,

Your most obedient servant,

C. B. THORNHILL,

Offg. Secretary to Government N. W P.

660.

APPENDIX NO. 205.

Employment of Auxiliary Officers.

No. 1040.

REVENUE DEPARTMENT,

FROM

H. FORBES, ESQUIRE,

Acting Secretary to the Government of Fort St. George.

To

H. RICKETTS, ESQUIRE,

Commissioner for the revision of Civil Salaries and Establishments throughout India.

FORT SAINT GEORGE, *12th October*, 1857.

SIR,

I am directed to reply to your letter of the 19th Ultimo.

2. The Right Honorable the Governor in Council does not fail to perceive the advantages, which the public service would derive from the Government having always at its disposal the means of keeping the Revenue and Judicial departments complete and duly efficient, and to the general abstract question His Lordship most fully subscribes.

3. But the Government are of opinion that there will be difficulties in practice which are not fully met in the correspondence which your letter encloses.

4. The arrangement which you propose would increase the expences of the state; the auxiliary officers to be posted to each district are, it is observed, to be well paid, and although the deputation allowances would be met by deductions from the salaries of those for whom they acted, their fixed emolument would be a wholly extra charge.

5. Further, it appears to the Government that confusion and inconvenience would arise from such an entire amalgamation, as you propose, of the Covenanted and Uncovenanted services. At present, certain offices are exclusively and invariably filled by gentlemen of the Covenanted service, others are appropriated wholly to the Uncovenanted branch of the service, and some are open to both. Under the plan you propose it would happen, and perhaps not unfrequently, that a Covenanted office would be filled by an Uncovenanted servant, and as you admit that good service in a temporary vacancy should give claim to eventual confirmation, in course of time the Covenanted offices will be generally filled by gentlemen of the Uncovenanted branch. His Lordship in

APPENDIX NO. 205.

Employment of Auxiliary Officers.

Council does not consider it necessary on this occasion to enter into any argument on the advantages or disadvantages of a Covenanted service, the Government accept the fact as it is, and finding a Covenanted service established, they are of opinion that it should be maintained or abolished on its own merits, whereas, by the course now proposed it might be set aside by a measure designed for a different object.

I have the honor to be,

Sir,

Your most obedient servant,

H. FORBES.

Acting Secretary to Government.

APPENDIX NO. 206.

Employment of Auxiliary Officers

No. 4627, of 1857

TERRITORIAL DEPARTMENT
REVENUE.

To

H. RICKETTS, ESQUIRE,

Commissioner for the revision of Civil Salaries and Establishments throughout India.

Bombay Castle, 17th October, 1857.

SIR,

I am directed to acknowledge the receipt of your letter No. 1231, dated the 19th ultimo, with its accompanying copy of a correspondence that has passed between yourself and the Government of the North West Provinces, and soliciting the opinion of this Government on the plan therein discussed for always keeping the establishment in the Revenue and Judicial departments of the service in a state of complete efficiency in respect to numbers.

2. In reply, I am directed to observe that your proposals seem based on the insalubrity of the climate of the provinces to which they more immediately refer. The climate of this Presidency being of a more healthy character, the Right Honorable the Governor in Council has never found any difficulty in filling up vacancies in the Civil service, caused by the absence of incumbents on sick leave, or on furlough, which would be lessened by a supplemental establishment of Uncovenanted servants.

3. If however, owing to unforeseen circumstances, any inconvenience were to arise, and an assistant were required in any collectorate, this Government could easily appoint an additional deputy as a *temporary measure* from among their dufterdars, head clerks, and mamletdars, without the unnecessary expense of paying for attendance as proposed by you. But His Lordship in Council does not clearly understand how you propose to arrange this part of your plan.

4. Assistant Judges, I am to add, are chosen from among Assistant Collectors in the first instance, there can, therefore, never be a want of young Judicial officers.

I have the honor to be,
Sir,
Your most obedient Servant,

J. D. INVERARITY,

Acting Chief Secretary to Government.

664.

APPENDIX No. 204

Designation and powers of district officers in Non-regulation Provinces.

CIRCULAR.

No. 11.

To

Dated, NYNEE TAL, *the* 17*th September* 1856.

SIR,

I find in the Non-regulation provinces, district officers with the following designations :—

1. Deputy Commissioner.. .. Punjab, Oude, Pegu, Nagpore and Hyderabad.
2. Deputy Superintendent .. Saugor and Nerbudda, districts of Jaloun and Jhansi.
3. Assistant Commissioner. .. Ajmere.
4. Principal Assistant. .. .. South West Frontier and Arracan.
5. Senior Assistant... .. .. Assam and Kumaon.
6. Superintendent. .. .. .. Dehra, Bhutteeana, Cachar and Mysore.

2. It is very desirable that one designation should be adopted for all. *Prefect* has been suggested as most appropriate, but has been objected to as pedantic. *District Officer* is approved by many. The name in itself conveys no idea of the power exercised, but, if generally adopted, would soon be understood by all. I request to be informed what designation is considered most suitable.

3. The powers exercised by the district officers are not in all cases the same.

4. In the Punjab, the Deputy Commissioner can pass sentence of three years' imprisonment.

5. In Oude, the powers are the same, but, on a view of the Deputy Commissioner's proceedings, the Commissioner can pass sentence of nine years' imprisonment; and, if the prisoner shall have confessed, of sixteen years. This differs little from sentence by the Deputy Commissioner, subject to the approval of the Commissioner. The whole responsibility of the trial is with the Deputy Commissioner.

6. In Nagpore, after report of special qualification, a Deputy Commissioner may be authorized to pass sentence of seven years' imprisonment.

7. In Mysore, Superintendents can pass sentence of seven years' imprisonment.

8. In Assam, the Senior Assistants pass sentence of three years, but the responsibility of all trials is with them. The Judge (there called Deputy Commissioner,) never sees any of the parties; all his trials are held on a view of the proceedings of the district officer.

9. All cases would be met by having :—

1st. District officers with ordinary powers.	Three years' imprisonment in cases of theft &c. In other cases, six months' imprisonment, and fine of Rupees 200, commutable to further imprisonment for six months.
2nd. District officers with extraordinary powers.	Seven years' imprisonment, or fine of Rupees 500.
3rd. District officers with special powers.	Fourteen years imprisonment, and fine unlimited, subject to the confirmation of the Commissioner.

10. In the civil court also, there appears to be a great deal of unnecessary variety.

11. In the Punjab, Oude, Kumaon, and Assam, the district officers hear all civil suits exceeding in value Rupees 1,000.

12. In Arracan, the district officer hears all civil suits *not* exceeding Rupees 1,000.

13. The district officers should have unlimited original jurisdiction in civil cases beyond the jurisdiction of the courts subordinate to them.

14. Under the district officers, between them and the Native officers, I find—

1. Assistants.
2. Junior Assistants.
3. Sub Assistants.
4. Extra Assistants.

exercising various powers.

15. I would have first class, second class, and third class with the following powers:—

1st. CLASS.

Civil.	*Criminal.*
Original suits not exceeding Rs. 5,000. Appeals from Civil Ameens of the four junior classes.	Three years' imprisonment in cases of theft, &c. In other cases, imprisonment for six months, and fine of Rupees 200, commutable to further imprisonment for six months. Appeals from Criminal Ameens of the two junior classes.

2nd. CLASS.

Original civil suits not exceeding Rs. 2,000. Appeals from Civil Ameens of the three junior classes.	One and a half years' imprisonment in cases of theft. In other cases, six months' imprisonment, and fine of Rs. 200, commutable to six months' imprisonment. Appeals from Criminal Ameens of the two junior classes.

3rd. CLASS.

No civil powers.	Imprisonment for one month, and fine of Rupees 50, commutable to further imprisonment for one month.

16. Uncovenanted officers, under various designations, exercise all sorts of authority. I find—

1. Principal Sudder Ameens.
2. Sudder Ameens.
3. Moonsiffs.
4. Tahseeldars.
5. Adalutees.
6. Kardars.
7. Kumashdars.
8. Shanabogues.
9. Goung Gyoops.
10. Myo Okays.
11. Tseetkays.

with the following variety of powers:—

Civil.	*Criminal.*
To decide civil suits not exceeding, Rs. 5,000	Three years' imprisonment, and fine of Rs. 200.
„ 4,000	Two years imprisonment.
„ 3,000	Six months' imprisonment, and fine of Rs. 200, commutable to further imprisonment for six months.
„ 1,000	Six months' imprisonment, and fine of Rupees 50.
„ 600	One month's imprisonment, and fine of Rupees 30, commutable to further imprisonment for fifteen days.
„ 500	Fifteen days' imprisonment, or fine of Rupees 15.
„ 300	Fourteen days' imprisonment, fifty Rupees fine, commutable to six months' imprisonment.
„ 100	Twenty five Rupees fine, leviable on goods.
„ 50	Twenty-four hours' stocks.
„ 20	Twelve hours' stocks.

17. I propose to abolish all these various designations, many of them are not intelligible beyond the province in which they are used; and to have six classes of civil, and four classes of Criminal Ameens, to be called *Ameen Dewanee*, and *Ameen Foujdaree*, or by English designations, as may be generally considered most desirable.

18. Civil Ameens of the—

1st.	Class will decide civil suits without limitation.			
2nd.	Class not exceeding Rupees		- - -	5,000
3rd.	Class do.	do.	„ - - -	2,000
4th.	Class do.	do.	„ - - -	500
5th.	Class do.	do.	„ - - -	100
6th.	Class do.	do.	„ - - -	50

Ameens of the first and second classes will hear appeals from Ameens of the four junior classes.

19. Criminal Ameens of the

1st. Class.	Will pass sentence not exceeding three years, in cases of theft, &c. In other cases, not exceeding six months, and fine of Rupees 200, commutable to further imprisonment for six months.
2nd. Class.	Pass sentence not exceeding one and a half years, in cases of theft. In other cases, six months' imprisonment, and fine of Rupees 200, commutable to further six months' imprisonment.
3rd. Class.	Pass sentence of imprisonment for one month, and fine of Rupees 50, commutable to further imprisonment for one month.
4th. Class.	Pass sentence of fifteen days' imprisonment, or fine of Rupees 20, leviable on goods, or twelve hours' stocks.

20. It may be advisable, perhaps, much to alter the powers now exercised by the different classes in different parts, but the designation should correspond with the powers. In one province there may be no Ameens of the first class; in another, none of the third class; but whatever there may be, will be designated according to this list, with reference to the powers they may exercise.

21. In the revenue department, it appears that two classes of Assistants, and two classes of Revenue Ameens will suffice; first class Assistants and Ameens with powers to decide; second class Assistants and Ameens with only ministerial powers, and powers to enquire and report.

22. I have prepared the scheme after a perusal of the rules current in all the Non-regulation provinces. There may be necessity for variety. In provinces so widely dispersed, there may be peculiarities making a uniform system impracticable; but there cannot possibly be necessity for the obviously meaningless variety which I have found.

23. I request that you will have the goodness to inform me in what respect the scheme will be unsuitable to your charge, and by what alterations it may be made suitable. You will, of course, see the necessity of agreeing to little immaterial alterations in your present arrangements, in order to the introduction of a plan suitable to all.

24. Some are of opinion that it would be well to introduce the designation of *Divisional Officer* instead of *Commissioner* in the Punjab and Oude, in order to distinguish them from such Commissioners as those in Nagpore and Pegu, who are in immediate subordination to the Government. On this subject also your opinion is requested.

I have the honour to be,

Sir,

Your Most Obedient Servant,

Commissioner for the revision of
Civil Salaries and Establishments throughout India.

668.

APPENDIX No. 208.

Designations and powers of district Officers in Non-regulation Provinces

No. 144, of 1856.

REVENUE DEPARTMENT.

From

CAPTAIN B. P. LLOYD,

Superintendent, Jawud Neemuch.

To

H. RICKETTS, ESQ.

Commissioner for the revision of
Civil Salaries and Establishments throughout India,

NYNEE TAL.

Dated Camp, NEEMUCH DISTRICT, *29th September* 1856.

SIR,

In reply to the 2nd. para, of your Circular No. 11, dated 17th Current, I have the honour to state, that the most appropriate designation for officers in charge of districts in the Non-regulation provinces, appears to me to be *District Superintendent,* as conveying a better idea of his functions, than any other term that occurs to me.

2. The scheme proposed in the 9th and following paragraphs, would operate in this district as follows.—

1st. The powers at present exercised by me, correspond exactly with those proposed for *District Officers with special powers.*

2ndly. My assistant (recently appointed for a limited period of two years) would be a *1st Class Assistant.* My Native assistant would come under the denomination of a *1st Class Ameen,* in the Civil and Criminal, and Revenue Departments.

3rdly. My Tahseeldars would become *2nd Class Ameens* in Revenue work, and *3rd* or *4th Class Ameens* in the Civil Department. They have at present no Criminal powers.

3. As regards the Native Officers, I would observe that, in this part of the country, the term *Ameen* is only used to designate persons, usually of an inferior stamp, who are occasionally deputed to perform some special duty, such as to enquire into a boundary dispute, or measure a village or parcel of land. To most, the change from Tahseeldar to 1st or 2nd Class Ameen, would appear a degradation.

4. I know no more appropriate appellation for subordinate Officers, combining revenue with civil judicial functions, than *Tahseeldar* and *Moonsiff.*

I have the honour to be,

Sir,

Your Most Obedient Servant,

B. P. LLOYD.

Superintendent Jawud Neemuch.

640

APPENDIX No. 209.

Designations and functions of district officers in Non-Regulation Provinces.

No. 177 of 1856.

From

LIEUTENANT R. H. KEATINGE,

Political Assistant in Nimar.

To

H. RICKETTS, Esq.

Commissioner for the revision of Civil Salaries and Establishments throughout India,

Nynee Tal.

Dated Mundlaisir, the 3rd October 1856.

Sir,

I have the honour to acknowledge your Circular No. 11, dated 17th September, 1856.

2nd. In the charge of Nimar, *Superintendent* certainly seems the term which most clearly conveys an idea of the duties of the Officers in charge of the province.

3d. The system of classification which you propose might, as far as Nimar is concerned, be introduced without any disadvantage or practical drawback.

4th. But with reference to para. 17 of your circular, I think that a comprehensive designation will still be found necessary for the native officials in charge of Pergunnahs.

5th. As an instance of what I mean, the Officer in charge of pergunnah Asseer would, according to your proposed classification, be

Civil Ameen	5th Class.
Criminal Ameen	3rd Class.
Revenue Ameen	2nd Class.

By what title should he be addressed? He is now called Kamasdar. As a general system of nomenclature is wanted, perhaps *Pergunnah Officer* or *Superintendent's Agent* might be suitable.

I have the honor to be,

Sir,

Your most Obedient Servant,

W. H. KEATINGE.

Political Assistant in Nimar.

642

6/B.

Designations and Powers of district Officers in Non-regulation Provinces.

APPENDIX No. 210.

No. 190.

From

CAPTAIN HENRY HOPKINSON,

Commissioner of Arakan,

To

The Commissioner for revision of Civil Salaries &c. &c.

NYNEE TAL.

Dated, AKYAB, *the* 10*th October* 1856.

SIR,

I have the honor to acknowledge the receipt of your Circular No. 11, of the 17th Ultimo—

2. First as to the designation to be adopted for District Officers. I object to the term *District Officer* itself being employed, because I think it wants conciseness and precision. The briefer an official appellation can be made the better; two words should be rarely used for the purpose, if one to answer can be possibly found; and surely two words never, when they are not expressive, as *District Officer* is admitted not to be. Of course that or any other designation would quickly come to be understood by all the initiated, but I think one important point is, to adopt a style which shall be significant to the uninitiated. People are much influenced by names, and an ill chosen one may often do a deal of mischief. How unfortunate has been the selection of the word *Collector* and *District Officer*, which to the English mind would only convey the idea of a subordinate official employed in the relief of paupers, or in the distribution of the poor rate, might turn out equally unlucky. Of course it is easier to make objections than practicable suggestions, but at the same time I would in all diffidence submit that *Intendant* or *Superintendent*, would not be inappropriate. I incline to the former, because it is new in India, and so not likely to be confounded with anything else; while Superintendent has been already taken up by the Stud, Marine, and other departments. *Intendant of Ramree*, that is, quoting the dictionary definition, "one who has the charge, oversight, direction, or management" of the Ramree district. The term seems to me exactly to convey the idea wanted. *Intendancy* again, "the office or employment of an intendant in the district committed to his charge." Can anything be better? *Prefect* does seem pedantic, and is not in keeping, unless we are going to have *Proconsuls*, our regiments called *Cohorts*, our Chuprassies *Lictors*, and the like. But I think I would prefer *Prefect* to *District Officer*. In Arakan the District Officers are not called Senior Assistants, but Principal Assistants.

3. The powers exercised in criminal cases by Principal Assistants in Arakan, and by the 2nd Principal Assistant at Akyab, are the same as those by a Magistrate in the Regulation provinces. The procedure is the same, and the Criminal law administered the same. The Commissioner acts as Sessions Judge.

4. The Junior Assistant in criminal matters is also governed by the Criminal Laws of the Presidency of Fort William, but his powers to sentence to a year's imprisonment, or to fine to the amount of Rupees 100, are anomalous.

5. The Principal Assistants in original Civil Suits have unlimited jurisdiction in amount and value, and their Courts are Courts of Appeal from the decisions of Turama Thoogrees, or Moonsiffs. The 2nd Principal Assistant may be called upon to exercise the same powers as Principal Assistants in Civil cases. The Civil jurisdiction of the Junior Assistant Commissioner resembles that of a Sudder Ameen, its limit being one thousand rupees. An Assistant Commissioner is charged with the collection of Customs; but by a recent decision of Government, he is liable to be required to exercise the powers of a Junior Assistant.

Appendix No. 2M.
Designations and powers of district Officers in Non-regulation Provinces.

6. Thus, without interfering with the powers of the above named Officers, I think they may be included in the classification proposed by you in the following manner :—

CIVIL AND CRIMINAL.

Present.	*Proposed.*
Principal Assistant Commissioner.	Intendant, Superintendent or District Officer.
2nd Principal Assistant.	Assistant 1st Class.
Junior Assistant Commissioner.	Assistant 2nd Class.

7. The term *Uncovenanted* Officer in your 16th paragraph, presents a difficulty to me. If by *Uncovenanted*, all officers not *Covenanted*, whether European or Native, are meant, then I should be puzzled to adapt the Arakan system in any way to your circular; for three of my European Assistants are *Uncovenanted* Officers, and to call them by any other appellation than Assistants, simply because they are not *Covenanted*, would, I think, be to introduce an invidious, unpalatable and impolitic distinction ; and, to all appearances, one rather contrary to the present march of affairs. I am not sure that even in the case of natives I would not term them Assistants, if they performed Assistants' duties. The Commissioners of the Tenasserim and Martaban Provinces and Pegu, have also Assistants who are not Covenanted Officers.

8. Many of the Uncovenanted Officers whose various designations you would change for that of *Ameens*, exercise civil, criminal, and revenue powers ; others, civil and criminal. There are few, perhaps, whose duties are confined to one department. I do not understand, therefore, how the separate classification, as I interpret the Circular, into Ameens Civil, Ameens Criminal, and Ameens Revenue, could be applied. Would it be objectionable to recognize the genus instead of the species, the classification then being generic, and the exercise of certain powers in one department being taken to be equivalent to the exercise of certain powers in another department in fixing the grade. Thus, if there were six classes of Ameens, the 1st Class would comprise Officers who in any one department exercised the first class powers defined in the circular, whatever they might do in the other two; *e. g.* an Officer exercising 1st Class Civil powers, 2nd Class Criminal, and no Revenue Powers, would rank as 1st Class Ameen. An Officer exercising 1st Class Criminal Powers, 3rd Class Civil, and 1st Class Revenue, would equally rank as 1st Class Ameen. An Officer with 1st Class Revenue Powers, that is *with powers to decide*, might also, though he had neither Civil nor Criminal Powers, rank as 1st Class Ameen ; but the 2nd Class Revenue Ameen, as defined in the Circular, should only rank with the 5th Class Civil ; and, of the Criminal Classes, No. 2 should rank with No. 2 and 3 Civil, No. 3 with No. 4 Civil, and No. 4 with No. 5 Civil.

9. The corresponding powers for the different grades may be thus tabulated :

GRADES.	Civil Powers.	Criminal Powers.	Revenue Powers.
1st Class Ameen exercising	1st Class	1st Class	1st Class
2nd do. do. do.	2nd do.	2nd do.	
3rd do. do. do.	3rd do.	2nd do.	
4th do. do. do.	4th do.	3rd do.	
5th do. do. do.	5th do.	4th do.	2nd Class
6th do. do. do.	6th do.		

Appendix No. 2M. 645.

Designations and powers of District Officers in Non-regulation Provinces.

According to this table it would be understood that a 4th grade Ameen was an Officer who could decide civil suits up to Rs. 500, or who could imprison up to a month, &c. &c. A fifth grade Officer would imply an officer who could try civil suits up to Rs 100, who could pass fifteen days' imprisonment, &c., &c. or who could enquire into and report in revenue cases.

10. Under such an arrangement, Native Officers in Arakan might be placed as follows :—

Present.	*Proposed.*
Myoo Thoogrees Turamathoogrees	.....4th Class Ameens.
Thoogrees, Keoks, Kyoungoks	.....5th Class Ameens.

Ameens in the first three classes are wanting in this province, unless *Uncovenanted* Officers are to be turned into Ameens; in which case the only change would be from 1st and 2nd Assistants, to 1st and 2nd Class Ameens.

11. With reference to your 24th paragraph, I beg to say that on the designation of Deputy Commissioner ceasing to be applied to District Officers, it might be given to Commissioners under a Chief Commissioner, as in the Punjab and Oude Territories, or Vice Commissioner might be adopted. Most people, however, will think that it is in the title of Chief Commissioner a change is most needed.

12. It will be perceived that, in this letter, I have only considered the propositions of the Circular in so far as they have reference to Arakan, and how our system can be most readily applied to them. Into the general and very large question as to what powers should be exercised by Civil Officers in Non-regulation provinces, I have not ventured to enter.

I have the honour to be,

Sir,

Your Most Obedient Servant,

HENRY HOPKINSON.

Commissioner of Arakan.

676.

APPENDIX No. 211.

Designations and powers of district Officers in Non-Regulation Provinces

No. 73.

From

THE COMMISSIONER OF

CHOTA NAGPORE.

To

HENRY RICKETTS, ESQ.

Commissioner for the revision of Civil Salaries and Establishments throughout India,

NYNEE TAL.

Dated CHOTA NAGPORE *the* 13*th October*, 1856.

SIR,

I have the honor to acknowledge the receipt of your printed Circular letter No. 11, dated the 17th Ultimo, on the subject of the designations and powers of Public Officers in the Non-regulation provinces.

2d. I am not aware of any objection to the introduction of the scheme you have proposed into this province; however, I see no necessity for altering the existing Official arrangements and designations. The rude and uncivilized inhabitants of this part of the country regard with suspicion and dislike every change, even a change of Names, and unless a real advantage can be acquired by alterations of this kind, it will be wise and prudent, I think, to avoid them.

3d. I ought perhaps to mention that the name of *Ameen* is not popular in many parts of this large province; it is associated with the remembrance of greedy, ill-paid, and rapacious Native Officers of foreign extraction, who in former times pillaged and oppressed the people.

4th. Sale Commissioners appointed under Act I of 1839, are commonly called *Furosh Ameens* in the Mofussil We are fortunate in having but few of these Officers, but many of them fully maintain the evil reputation which appears to be attached to the name of Ameen.

5th. It seems to me to matter but little whether the Chief Officer of this province be denominated a *Commissioner*, or a *Divisional Officer*. It is not a change of names, but a change of things that is needful in this Country.

6th. I think that Indian Statesmen would do well to apply their thoughts and their wisdom first to the consideration of the crying wants of the Country. Let the burden of taxation be laid equitably upon all men according to their means; let life and property be rendered secure; and let the baneful Zumeendary System of Bengal, which grinds to powder the wretched cultivator of the soil, be revised and reformed. When these and other social difficulties of the day have been fairly faced, and, if possible, overcome, then let Legislators and Councillors turn to the consideration and discussion of nomenclatural questions.

7th. The inhabitants of an Indian district are not to be "ravished with the whistling of a name;" it is but of small moment to them whether their ruler is called a *Prefect*, a *District Officer*, or a *Magistrate and Collector;* but what they require is a laborious, enlightened and humane official, who is able and willing to afford efficient protection, and do speedy and substantial justice.

I have the honor to be,
Sir,
Your Most Obedient Servant,

W. ALLEN.

Commissioner of Chota Nagpore.

6/8.

649.

Designations and powers of District Officers in Non-regulation Provinces.

APPENDIX No. 217.

No. 504 of 1856.

CIVIL DEPARTMENT.

From

G. A. BUSHBY, ESQUIRE.

Resident at Hyderabad.

To

H. RICKETTS, ESQUIRE,

Commissioner for the revision of Civil Salaries and Establishments throughout India.

NYNEE TAL.

Dated, HYDERABAD, *the* 17*th October*, 1856.

SIR,

I have the honour to acknowledge the receipt of your Circular letter No. 11, dated Nynee Tal, the 17th September 1856.

2. I am of opinion that *Commissioner* and *Deputy Commissioner* are proper and most suitable designations. the former for the provincial or divisional, and the latter for the local or district officer. The Political element in Nagpore and Pegu, not perhaps found in the ordinary Judicial and Financial Commissioner, is not material

3. The enclosed printed copy of the first part of the manual proposed for the Hyderabad Assigned Districts, and the first chapter of the code of criminal procedure prepared by the Law Commissioner in England, may sufficiently answer your purpose in para. 23 but if otherwise, I shall be happy to make you a more categorical report.

4. I prefer the term *Assistant*, and *Extra Assistant*, and the present distribution by Classes and by specification of powers, to the *Ameen Dewanee* and *Ameen Fouzdaree* of para. 17 of your letter. There is no objection, I think, to the distinction *Civil* and *Criminal* Judge as applicable either to the Tehseeldar, or the Assistant, or Extra Assistant, to denote their judicial Office when so appointed. See heads, assistant Commissioner, and Tehseeldar of proposed manual.

Hyderabad Districts. Assistant Deputy Commissioner 1st Class. Salary 700 rupees per mensem.
Assistant Deputy Commissioner 2nd Class.
Salary 600 rupees per mensem.
Assistant Deputy Commissioner 3rd Class.
Salary 500 rupees per mensem.

Extra Assistants.

1st Class	600	per mensem.
2nd Class	400	do.
3rd Class	250	do.

5. In the Civil Court, the English Commissioners use the terms *Sudder Ameen* and *Moonsiff*. Mr. Maltby, the Judicial Commissioner, proposes to the use the terms *sub Civil Judges* in the Code and the Warrants to the Officers, but they will also retain their local designations of Tehseeldars and Potails.

6. It is thought that this plan may suit you. Then in each country the local names can be retained on the spot, while the powers they exercise can be brought into comparison thus.

Sub Civil Judges { 1st Class Assistant Commissioners, Sudder Ameen, Goung Gyoup.
2d. Class Tehseeldars, Moonsiff, Myo Okay.

7. I append a Memorandum of the Classes that we propose to adopt here, which will perhaps save you trouble.

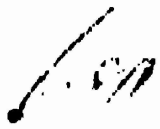
I have the honor to be

Sir,

Your most Obedient Servant,

G. A. BUSHBY.

Resident.



APPENDIX No. 213.

Designations and powers of district officers in Non-regulation Provinces.

No. 1968, *A* of 1856.

JUDICIAL DEPARTMENT.

From

C. B. THORNHILL, ESQ.

Officiating Secretary to the Government of the North West Provinces.

To

H. RICKETTS, ESQUIRE,

Commissioner for the revision of Civil Salaries, &c.

SIR, *Dated Head Quarters,* 18*th October* 1856.

I am directed to acknowledge the receipt of your letter No. 524, dated 17th Ultimo, forwarding a Circular addressed by you to the several Controlling Officers in the Non-regulation provinces, regarding the different designations applied to district officers, and desiring His Honor's opinion on the suggestions made by you for introducing uniformity.

2. With reference to paragraph 2 of your circular, I am desired to state, that the designation of *District Officer* seems to be too general and indeterminate. The Lieutenant Governor would suggest the substitution of *District Superintendent.*

3. His Honor would, in these provinces, confine the independent powers of District Superintendents in passing Criminal sentences, to the limit of three years' imprisonment in cases of theft, &c. In other cases, six months' imprisonment, and fine of Rupees 200, commutable to further imprisonment for six months.

4. Further, sentences up to the limit of seven years' imprisonment, or fine of Rupees 500, might be passed subject to the confirmation of the Commissioner, to whom the record of the trial should, in all such cases, be submitted where the District Superintendent may think a more severe sentence than one of seven years' imprisonment necessary. The trial should be held before the Commissioner, either at his Sudder station, or on Circuit, as he may find most convenient. Very young officers are often unavoidably placed in charge of districts, and this restriction seems to be the most practically safe and appropriate which can be suggested.

5. The Lieutenant Governor has no objection to the suggestions in your 15th paragraph, regarding the officers employed between the District and Native officers, with the modifications necessary in consequence of his views stated below in your 17th paragraph.

6. His Honor prefers to the word *Ameen,* proposed in your 17th paragraph, the terms *Judge of lower Civil* and *of lower Criminal Courts,* but he would dispense with your proposed fifth and sixth Classes of lower Civil Courts, and have the fourth Class officers of this grade to decide all suits not exceeding Rupees 500, and he would similarly dispense with your proposed fourth Class of lower Criminal Courts.

7. In regard to your 21st. paragraph, I am desired to remark, that two Classes of Assistants in the Revenue Department will probably be sufficient.

8. Commissioners, such as those of Nagpoor and Pegu, appear to the Lieutenant Governor to be sufficiently distinguished by their being Commissioner of *separate territories* instead of being only Commissioner of a Division or section under the Chief Commissioner of a larger territory or province.

I have the honor to be,

Sir,

Your Most Obedient Servant,

C. B. THORNHILL.

Officiating Secretary to the Government, North West Provinces.

682

Designations and powers of district Officers in Non-regulation Provinces.

APPENDIX Nos. 214 and 215.

No. 2225.

GENERAL DEPARTMENT.

From

CAPTAIN HUGH R. JAMES.

Officiating Secretary to the Chief Commissioner for the Punjab.

To

H. RICKETTS, ESQ.

Commissioner for the revision of Civil Salaries and Establishments throughout India.

Dated, LAHORE, *the 22nd October,* 1856.

SIR,

I am directed by the Chief Commissioner to acknowledge receipt of your Circular No. 11, of the 17th Ultimo, relative to the designations and powers of district Officers, and to forward to you copies of minutes upon the subject drawn up by the Judicial and Financial Commissioners.

2nd. Sir John Lawrence would not himself be disposed to make any changes in the Punjab, the designations appearing to him to be very good, and the powers sufficient and appropriate. He concurs with the Judicial Commissioner in deprecating the extension of the powers of Deputy Commissioners, and considers that it is a mistake allowing Commissioners to decide on the record, except in peculiar cases, or on appeal.

I have the honor to be,

Sir,

Your Most Obedient Servant.

HUGH R. JAMES.

Officiating Secretary to the Chief Commissioner.

215.

(COPIES.)

Memo: on Mr. Ricketts' Letter.

I would not change the designation of Deputy Commissioners for that of *District Officers.*

The Punjab is under a Commission and we start with a Chief Commissioner, and have—

A Judicial Commissioner.
Financial Commissioner.
Commissioner
and
Deputy Commissioner.

The same gradations exist in Oude. The two provinces together equal and exceed in extent and importance all the other Non-regulation provinces together. Better assimilate the others to these provinces if assimilation is necessary.

684

Appendix: Nos 215 and 216.
Designations and powers of district officers in Non-regulation Provinces

I think also that our titles of Assistants, Extra Assistants, and Tahseeldars, are very appropriate and simple, and I would not suggest any change.

With regard to powers, I would not increase the present powers of Deputy Commissioners, who can imprison for three years. I think there is great evil in deciding on the record, and I would advocate nothing that would lead to this.

Our Assistants and Extra assistants with full powers, can decide original suits to the value of Rs. 5,000. I would not advocate any change.

I think it a mistake to try and establish uniformity amongst numerous tribes, languages and natives.

14th October.
1856.

216. (Sd.) R. MONTGOMERY,
Judicial Commissioner.

Memorandum on proposition for altering and rendering uniform the designations and powers of certain Officers, contained in a circular letter from the Commissioner for revision of salaries, &c. dated 17th September 1856, No. 11.

The designation of *District Officers* appears to me clearly inappropriate. Assistants are District Officers equally with their head, and to confine the term to the latter, is to apply it in a restricted sense, not in its natural or usual one.

The designation of Deputy Commissioner appears to me for the Punjab, at all events, preferable to any other. Where the Civil Judge is separate from the Commissioner, as in the Saugor Territory, its use may involve a slight anomaly; but the corresponding functionary is already there designated Deputy Superintendent, which is equally or even more anomalous; and I do not think there is any sufficient objection to the extension of the term of Deputy Commissioner to all parts, if uniformity be deemed essential or desirable, though I do not myself see what is gained by it.

Gradations of powers in the class of Deputy Commissioners, I think desirable, but I would make seven years the limit in criminal cases, or fine of Rs. 500, and I would leave no decisions *subject to the confirmation of the Commissioners.* It is, I think, of the first importance, that every Officer have the full responsibility of his decisions, and this shifting of it to a party, who will be apt to regard it, as in some measure, a matter of form; is in my opinion, an erroneous principle, and in many ways an objectionable one.

In lieu of *extraordinary powers* and *special powers,* as applied to this class of Officers, I would prefer retaining the designation of 1st, 2nd, and 3rd Class as at present, giving the increase of powers to *both* the higher classes.

In respect to several grades of Assistants, Mr. Ricketts appears to me not clearly to apprehend the position of Extra Assistants in the Punjab. At all events he appears to regard them as Covenanted Officers, and exclusively European. This class of functionaries, therefore, and probably Sub-Assistants also (although I am not distinctly aware what class bears this designation) should, I conceive, be dealt with under a different category, and this being done, I have no objection to Mr. Ricketts' propositions in regard to the 3 classes of Assistants, which I believe correspond in the main with the present position of Assistants exercising full powers, special powers and ordinary powers, respectively.

If, however, the grant of the powers indicated by the Commissioner is to be dependent on promotion to the class to which each applies, there will be a difficulty in making the exercise of these powers, as at present, a privilege consequent on passing a prescribed examination. The number of Assistants of each class allowed to the province is limited, while the number who may pass for each standard is not so. Unless, therefore, Government consent to make promotion the immediate consequence of passing the prescribed examination, it will be necessary, I apprehend, to retain the terms *special* and *full powers*, as as present.

It may be well in this place to remark that all Assistants are not now necessarily Covenanted Officers, as might by some be inferred from the terms employed in the Commissioner's letter.

Appendix No. 216.
Designations and powers of district officers in Non-Regulation Provinces.

The Extra Assistants and Sub-Assistants should, I apprehend, at all events if the system of the Punjab be followed, be included with the next class of functionaries referred to by the Commissioner, and whom he would name *Ameens*. They would probably be mortified to find themselves deprived of the designation of Assistant, but I do not see how they can be separated from Principal Sudder Ameens, Sudder Ameens, Adâlaties, &c.

The Tehseeldars, on the other hand, I would decidedly exclude from this class, for although they might be included, quoad their Judicial functions, yet a large and most important part of their duties are wholly distinct, and peculiar to themselves.

I object also to the term *Ameen*, as applied to the entire class exercising Civil and judicial functions, for in the Punjab they are largely employed in executive duties, as well as in those which are strictly judicial, and to these the designation of Ameen, as generally understood, is not, I think, applicable.

On the whole, the designation of Extra Assistant, at present current in the Punjab, is, in my opinion, as intelligible and appropriate a one as can well be suggested; and I would advocate its extension to other parts, rather than its abolition. The designation of Tehseeldar, likewise, I should be unwilling to interfere with, as, whatever Judicial powers be conferred upon them, much evil must result if their specific function of collecting the revenue be lost sight of, or subordinated. Tehseeldars with Judicial and Police powers, is a designation which sufficiently indicates their position and powers. I can suggest none other which would do so equally well; and although the term would not be equally intelligible in territories where the Mahratta, Uriya, Bengali, or Burmese languages prevail, I see no sufficient objection to the corresponding designation being adopted in each.

Of Extra Assistants, I would have but three classes as respects either the Civil or Criminal Departments; and see no advantage in refining upon the several amounts up to which more numerous grades of functionaries shall be entitled respectively to adjudicate. The arrangements already existing in the Punjab are, I think, sufficient, and preferable to those proposed. It might perhaps be desirable to entrust the highest class with cases of greater amount than Rs. 5,000; but I would not make the powers of any of this class absolutely unlimited in this respect.

As regards the Revenue Department, I consider that every Tehseeldar, vested with judicial powers, and every Assistant or Extra Assistant, vested with special powers, should be competent to decide summary suits; and as regards all other Judicial investigations, that the powers awarded to each class, in the Civil Department, extend equally to the Revenue. The rule in this province, which declares all suits connected with land, jagheers pensions, &c. cognizable only in the Revenue Courts, renders this, I conceive, indispensable.

I certainly should not advocate any alteration in the designation of Commissioner, which is here appropriate and unmistakable, though if necessary, he might be termed the Divisional Commissioner, to distinguish him from the Chief, Judicial and Financial Commissioners.

14th October, 1856.

(Signed) D. F. McLEOD.
Financial Commissioner.

(True Copies.)

W. KIRKE.
Superintendent.

6.86.

Designations and powers of district officers in Non-regulation Provinces.

APPENDIX No. 24.

No. 512.

From

COLONEL SIR ARCHIBALD BOGLE, Kt.
Commissioner of Tenasserim and Martaban Provinces.

To

H. RICKETTS, Esquire,
Commissioner for the revision of Civil Salaries and Establishments throughout India
Calcutta.

Dated Maulmain, the 12th December, 1856.

Sir,

I have the honor to acknowledge the receipt of your Circular No. 11, of the 17th September last, and to state in reply to the 2nd paragraph, that although it is not two years since I recommended that the officers in charge of districts under me should be styled *Deputy Commissioners*, because that designation had been adopted in Pegu and Martaban, I am nevertheless of opinion that it is not altogether the most appropriate that could have been selected; and I now consider it would be better that officers in charge of districts should be styled *Superintendents*, the next class of officers under them *Assistant Superintendents*, and the third class *Sub-Assistant Superintendents*. These three classes of Officers subordinate to the Commissioner, would suffice for all the grades now or likely hereafter to be employed under me.

2. With reference to the powers at present exercised in the Criminal department by Deputy Commissioners, they are (vide local Rules sanctioned by Government,) as per margin; and having long been of opinion that one of the chief defects of the Bengal Regulations is, that the Magistrates are too much restricted in their powers, I would not advise that Superintendents of Districts, as I would call them, should have more limited powers than those which are now vested by our local rules and subsequent orders in Deputy Commissioners; that is to say, two years imprisonment, and of late years one year in lieu of stripes, or a fine of Rs. 500, commutable, if not paid, to a further imprisonment of two years.

Every Assistant may receive and try all charges of burglary, theft, assault, wounding, affray, tumultuous assemblage and the like, amounting to heinous crimes; and may sentence, on conviction, to imprisonment with or without labour for two years, or fine up to 500 Rupees, commutable, if not paid, to a further imprisonment for two years.

3. By the order of the Government of India No. 239, of the 11th January 1856, it was lately determined, with a view to get rid of the inconceivable burthen to prosecutors and witnesses of sessions trials, that the Commissioner might, on view of the record, pass sentence in ordinary cases of nine years' imprisonment, and, in the case of confessions, to imprisonment for life; so that here, as well as in Oude and in Assam, the whole responsibility of the trial may be said to be with the district Officer or superintendent, except in cases in which the prisoners plead not guilty, or which appear to require a heavier punishment than nine years' imprisonment.

4. *Assistant Superintendents* with special powers might, with propriety, exercise the same powers as *Superintendents*; but unless vested with special powers, I would restrict them to one year's imprisonment, and six months in lieu of stripes, and a fine of Rupees 200, commutable, if not paid, to a period of another year. *Sub-Assistant Superintendents* might be vested with the powers of trying all cases not of a heinous character, and of passing sentence of six months' imprisonment, or a fine of Rs. 100, commutable, if not paid, to another six months' imprisonment.

5. As regards Tseetkays, Goung Gyouks, and Myothoogyees, I would leave their jurisdiction very much as at present; but I would wholly abolish the use of stocks, except for the confinement of unruly prisoners, and permit Tseetkays to impose a fine of Rs. 50, or fourteen days' imprisonment; and Goung Gyouks and Myothoogyees Rs. 20 fine, or seven days' imprisonment.

6. In the Civil Department of these provinces, the Deputy Commissioners ordinarily

Appendix No. 214

Designations and powers of district Officers in Non-regulation Provinces.

exercise no original jurisdiction whatever; but by a rule lately passed by the Government, (vide margin,) it is competent for the Commissioner to direct them to take up any original suit which for any special reason he may think it desirable they should try. Without his permission, their jurisdiction is restricted to the hearing of appeals from Tseetkays, Goung Gyouks, and Myothoogyees, whose powers are unlimited (except in the case of the Tseetkay of Maulmain and the Goung Gyouks and Myothoogyees of Province Amherst) in Timber cases, which will be noted in the sequel, a special appeal lying in all cases from the Deputy Commissioner to the Commissioner.

Every Deputy Commissioner, or Assistant Commissioner may, under the orders of the Commissioner, receive and try original suits to any amount arising within the jurisdiction assigned him by the Commissioner, also appeals from decisions by Tseetkays, and Goung Gyouks within such jurisdictions; and he may also call for and try any original suit pending before any such Tseetkays, or Goung Gyouks, and he may remove any suit pending in the Court of one Tseetkay or Goung Gyouk, to the Court of another Tseetkay or Goung Gyouk.

7. Although the Tseetkay, Goung Gyouks, and Myothoogyees, are nominally empowered to try cases to any amount, practically they seldom or never do so in any cases exceeding the value of one or two thousand rupees, simply because no suits of greater value ever arise at Tavoy or Mergui, or in the Mofussil; this however would not be the case in Maulmain, were not the Tseetkay at this place put under special restriction, and the Goung Gyouks and Myothoogyees of Province Amherst precluded from meddling in Timber cases, which are considered to be much beyond their capacity.

8. In the case of the former Officer, it has been found absolutely necessary for many years past, to relieve him of a large portion of his duties, by transferring them to one of the covenanted Assistants to the Commissioner, an arrangement which was not contemplated when the original scheme of civil administration was drawn up; and for the convenience of the public at large, it has been found expedient to effect this by directing that the Tseetkay of Maulmain shall not try any case exceeding Rs. 250 in value. His court is in fact the *Small Cause Court* of Maulmain; all cases of a higher value, without limit, occurring in Province Amherst, where alone there is any Timber trade, are tried by one of the Assistants to the Commissioner; an appeal lying from his decision to the Commissioner, and a Special appeal to the Sudder Dewany Adawlut.

9. The reasons for this arrangement are very numerous, and principally arise from the circumstance of European merchants, Masters or Agents of Ships, and persons of that kind, being in many instances the litigants, and the amounts at stake being frequently very large, while the points at issue are often intricate and perplexing.

10. Although I am most anxious to meet your views, and to assist you in carrying out a system of greater uniformity than exists at present, I must confess that I am not prepared to recommend any alteration of the present plan of administration of these provinces, which is found to answer remarkably well. In the Civil Department, I would continue to employ the Deputy Commissioners, or Superintendents of Districts, as appellate judges only, except in special cases, and I would, as now, set aside in Maulmain an Assistant Commissioner, or Assistant Superintendent, for the trial of all cases arising in the town exceeding Rs. 250 in value, and all Timber cases, which are frequently exceedingly difficult; and I would leave the powers of Tseetkays, Goung Gyouks, and Myothoogyees, just as they are, although practically I believe there would be no harm in limiting them to suits of the value of Rs. 3000, or even to Rs. 1000 in the case of Goung Gyouks and Myothoogyees. I would certainly continue their official designations as at present, except in Maulmain, where the Tseetkay ought to be styled a Sub-Assistant Commissioner, or Superintendent; for although there may be some advantages to rulers in a scheme of perfect uniformity, yet to those who are ruled I am of opinion that the very reverse is the case; and that official designations which have existed in remote parts of the country, which are ingrafted in the language and laws of the people, and familiarized to their minds by associations of great antiquity, cannot be uprooted, and the designations of a foreign country introduced, without creating dissatisfaction and confusion.

I have the honour to be,

Sir,

Your Most Obedient Servant,

A. BOGLE.

Commissioner of Tenasserim and Martaban Provinces.

689.

APPENDIX No. 218.

Designations and powers of district officers in Non-Regulation Provinces.

No. 489.

GENERAL DEPARTMENT.

From

MAJOR A. P. PHAYRE,

Commissioner of Pegu, and Agent to the Governor General.

To

H. RICKETTS, ESQ.

Commissioner for the revision of Civil Salaries and Establishments throughout India,

NYNEE TAL.

Dated, RANGOON, *the 20th December,* 1856.

SIR,

I have the honor to acknowledge the receipt of your letter No. 11, dated 17th September last, on the subject of the designation and powers of Officers in charge of districts in the Non-regulation provinces.

2. With reference to the designation of district Officers, I prefer that of *Deputy Commissioner* to any other.

3. I entirely agree to the different powers proposed to be given to *District Officers* in para. 9 of your Circular letter under reply.

4. I consider, as observed in Para. 13, that *District Officers* should have unlimited jurisdiction in Civil Cases.

5. I also coincide in the classification and powers to be given to Officers between the District Officers and the Native Subordinates, as detailed in Para. 15.

6. For the designations of Native Officers, Civil and Criminal, I would recommend simply the English terms *Native Judges*, and *Native Assistant Magistrates*, leaving each province to translate into its own dialect. The term *Ameen Dewanee*, would not be intelligible in Pegu; but the term *Native (Civil) Judge* would be rendered *Tara-mathoo-gyee*, or *Tseekay*, which latter includes a Foujdaree Officer also.

7. In Pegu we require as yet only the 3rd. and 4th. Classes of Native Judges, both Civil and Criminal.

8. What is proposed in para. 21 for the Revenue Department, appears appropriate to Pegu.

9. With reference to para. 24. it appears to me that the term Commissioner has become so well known as an Anglo-Indian designation for an Officer at the head of a separate Province, or an Officer in whom the general supervision and management of a number of districts in an extensive country is placed, that it would not be well now to alter it.

I have the honor to be,

Sir,

Your Most Obedient Servant,

A. P. PHAYRE.

Commissioner of Pegu, and Agent to the Governor General.

APPENDIX No. 29.

Designations and powers of District Officers in Non-regulation Provinces.

Extract from a letter from the Secretary to the Chief Commissioner of Oude, No. 355, *dated the* 10*th March,* 1857.

6. Another subject on which you have requested the opinion of the Chief Commissioner, is the nomenclature of the several Officers. As these are conventional, and obtain respect from local custom, the Chief Commissioner would not be disposed, for the sake of the uniformity, to alter those now in use. At the same time, in proposing designations for a new province, he should be glad to avoid the confusion arising from the frequent use of the rather vague and unmeaning term of Commissioner. The Judicial Commissioner might be called Judge of appeal, or Chief Justice when colleagues are given him. The Financial Commissioner, if retained, might be called the Interceptor or Territorial Minister; the Divisional Commissioner should alone retain the latter title only; and the District Officers be called Deputies, and Assistants.

69.2.

APPENDIX No. 220.

Nuddea Commissioner's English Office.

No. 21.

FROM

THE COMMISSIONER OF THE,

NUDDEA DIVISION,

To

H. RICKETTS, ESQUIRE,

Commissioner for the revision of Civil salaries and establishments throughout India.

Dated Kishnaghur, the 14th May 1858.

SIR,

HAVING had an opportunity of seeing your remarks on the English establishment which was conditionally sanctioned for this office in 1856, I request the favor of your considering the following objections to the opinion which I find you have recorded.

2. In the first place, in enumerating as in the margin my subordinate offices, you treat Baraset as a branch of the 24-Pergunnahs, whereas it is distinct, returning both in the Police and Revenue departments just as all Magistrates and Collectors return. It is 400 square miles larger than the 24-Pergunnahs, and has the same number of Thannahs, if those in the suburbs of Calcutta are excluded from calculation. It has a distinct Treasury, which is now being made a receiving Treasury to the extent necessary to meet all establishment charges. A memo. of the work furnished by Baraset is given below :—

Nudden.
Jessore.
Moorshedabad.
24-Pergunnahs including Baraset.

POLICE DEPARTMENT.

Letters	327
Bills	80
Statements...	25
	432

REVENUE DEPARTMENT.

Letters including Statements, &c. ...	150
	582

3. In the same enumeration the Commissioner of the Soonderbuns and the Collector of Tolls are omitted altogether. The first of these officers exercises the powers of a Collector throughout the Soonderbuns, and two years ago, when the commutation of grants under the new rules were in progress, the work which this office furnished to me was really heavier than that from any of my Collectorates.

APPENDIX No. 220

Nuddea Commissioner's English Office.

4. The Toll office does not, it is true, occupy much of my time in the Civil department, but the conservancy duties on the Calcutta Canals and on the Soonderbun Channels to Khoolna, bring me frequently into correspondence with the Public Works department.

5. The above three offices were duly entered in the Statement No. 51 furnished to you on the 19th August 1856, in accordance with your call. Another office, which was at that time folded up with the Collectorship of the 24-Pergunnahs and Calcutta, has since been made distinct,—that of Deputy Collector of Calcutta and Superintendent of Abkarree in the 24-Pergunnahs, who now corresponds with and returns direct to this office. The Abkarree revenue of Calcutta alone is nearly 5 lacs of Rupees, that of the 24-Pergunnahs is above 3 lacs.

6. I remark here that your statement gives the Land revenue resources only of each of the districts which you refer to. The Abkarree and Stamp revenue of the metropolis and the Toll collections on the Canals, which are all administered by this office, do not therefore come into account. The Abkaree revenue alone of this division exceeds 10 lacs per annum.

7. More recently again, a separate office has been created at Barrackpore, and placed under this office. A Joint Magistrate and Superintendent of Abkaree has been appointed to the Cantonments with jurisdiction for three miles around them.

8. But the mere circumstance of this being the Presidency division will account for a large increase in English correspondence. The office is brought into contact with presidency offices, and with a large European and English speaking and writing population. Two quarterly returns to the Education department are made through my division by the officers particularized in the margin as well as for my own subordinate offices. The entries in each of these returns for four quarters, number as follows:—

4 Judges
Superintendent of Nuddea Rivers
5 Superintendents Salt Chowkees.
Controller ditto.
2 Ex-Engineers.
Superintendent Iron Bridge Yard.

1st quarter	... ...	107
2nd do.	.. ..	122
3rd do.	... ...	154
4th do.	... .	107

The embodiment of so many returns in a divisional return, and the copying and examining of this alone is the work of a fortnight nearly.

9. The large Government Estates in the 24-Pergunnahs and Moorshedabad necessitate the appearance of Government in a large number of civil suits.

and the correspondence with the Legal Remembrancer alone is probably heavier than it is in other divisions. Last year I see it embraced 334 letters. Nowhere in Bengal probably are there such frequent requisitions of land for public purposes as in the neighbourhood of the presidency, and nowhere save in Calcutta and its suburbs are ground rents to be collected from some 25,000 holdings.

Calcutta 11,000
Punchannagram 14,000

10. Partly in consequence of the additions which have been imposed on me, partly in consequence of the constitution of new Sub-divisions in the several districts, the duties of the Establishment have been increased since 1856 more than 25 per cent. as the following memo. will show:—

Note.—There are now 11 Sub-divisions in my 5 districts, and all Bills from these come up for examination after Magistrate's and Collector's countersignature. The Police Contingent charges passed by this office during the last six months of 1857 amounted to Rs. 6,329.

	Number of Letters received.	Number of Letters answered.	Bills checked and passed.	Periodical Statements examined.
Revenue Department.....	4,551	3,534	918	372
Police Department.....	2,855	2,852	These include Bills, &c.	
	7,406	6,386	918	372

The total is 15,082 letters, &c., or 3573 above the average of three years which you have assumed as representing the work of the division. The cost per cent. is Rs. 3-9-0, a lower rate, I think, than in any other division.

11. On comparing the number of entries in my monthly abstract in the Revenue department with those on the same return from Burdwan for twelve months, I find that mine are 1269 to Mr. Elliott's 620. This return, as you are aware, excludes all routine letters, and such as go before the Board in the usual course or in appeal.

12. I think I must have succeeded in showing special grounds for the Nuddea division being more than ordinarily heavy, and I must now add that, on my return from leave in August last, I found my Revenue Abstract nine months in arrear, and that, in order to bring it up, which could not be done without a greater number of hands, I dispensed with an Assistant, and with the permission of Government appointed three additional clerks as per margin. Thus assisted I have been working since October last. My abstract has

1 at Rs. 150
1 at „ 100
1 at „ 50

6y 6T.

been brought up to January, and all arrears will, I hope, have disappeared in another two months, when an Assistant will be re-appointed; but an additional clerk on Rs. 100 will, in my opinion, be indispensable.

13. I quite agree with you that the disposition to write unnecessarily is to be discouraged to the utmost. The heavy correspondence of this division is in no way traceable to the existence of such a disposition on the part of district officers or of myself. At the same time many references from my office would be avoided were greater pains taken in drawing up district returns, and were more punctuality observed in sending them in and in complying with calls generally.

I have the honor to be,

SIR,

Your most obedient Servant,

A. GROTE,

Commissioner.

APPENDIX No. 221.

The English Department of Magistrates' Offices in Bengal.

No. 2905.

JUDICIAL DEPARTMENT.

FROM

THE JUNIOR SECRETARY TO THE GOVERNMENT OF BENGAL,

TO

H. RICKETTS, ESQUIRE,

Commissioner for the revision of Civil salaries and establishments throughout India.

Dated Fort William, the 23rd September 1856.

SIR,

I AM directed to inform you in reply to your letter No. 470, dated the 26th Ultimo, that the Lieutenant-Governor knows of no present objection to the standard strength of the English department proposed in your previous communication No. 352, of the 7th July last, for adoption in each Magistrate's office, under the Bengal Government, subject to the modification mentioned in your letter under reply as regards the office of the Magistrate of the 24-Pergunnahs.

I have the honor to be,

SIR,

Your most obedient Servant,

C. T. BUCKLAND,

Junior Secy. to the Government of Bengal.